

# State

The Newsletter

United States Department of State

November 1986



A Step Forward for Secretaries



**THE COVER**—These three women are in new roles for secretaries, guiding other secretaries. From left: *Joan Anderson, Margaret Velarde, Patricia Mallon*. Three other secretaries have been promoted to FP-3. See story on Page 2. (Photo by Robert E. Kaiser).

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**Letters to the Editor**

**On giving blood**

MCLEAN, VA.

DEAR SIR:

As a regular donor to the Red Cross blood bank for many years, I was well aware of the fact that taking malarial suppressants would make me ineligible to donate blood for three years after I stopped taking the suppressants. However, I learned through a small announcement in STATE in 1984 that the Red Cross Center at E and 21 Streets was eager to have "ineligible" donors like me for its research program.

When I gave blood on September 17 during the recent Bloodmobile visit to the Department (when I was able to return to the regular blood donation program), I ran into two people who were unaware of the research program and would have very much liked to have known about it, since they would have wanted to participate.

Any of your readers interested in donating blood to the research program should telephone 728-6568.

Sincerely,  
THERESA A. HEALY □

**'March to illiteracy'**

VICKSBURG, MISS.

DEAR SIR:

I should like to make a clear, concise, courteous and correct, but *not complete*, comment with regard to Larry R. Brooks' letter in STATE (August-September). Mr. Brooks said the "real problem" is that "most Americans are terrible writers." He also stated that "some predict that the use of 'whom' as an objective case will completely die out in 100 years or so."

I am inclined to agree with both of these statements but, if they are true, could that fact be attributed, at least to some extent, to the method of teaching which Mr. Brooks seems to advocate? Also, could such a method of teaching be a contributing factor to the rapid acceleration of society's march to a state

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Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right. Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 647-2019, -1648 and -1743.

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## News Highlights

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### 3 Foreign Service secretaries are promoted to FP-3

Counseling, recruitment of secretaries to be done by peers

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**T**HREE SECRETARIES have been promoted to FP-3 in recognition of their "long and distinguished careers" as the Department moved to institute reforms in the way secretaries are regarded in the Foreign Service. As part of this effort, two career secretaries have been assigned to the staff of the Secretarial Division in the Office of Foreign Service Career Development and Assignments, and one has been assigned to the Department's Office of Recruitment, Examination and Employment.

The three who were promoted, on the recommendation of a selection board, are Alice (Julie) Holmes, the ambassador's secretary in Kuala Lumpur, Malaysia; Mary Ann McKeown, the ambassador's secretary in Tunis, Tunisia; and Marian I. (Sue) Potter, secretary to the principal officer at the consulate general in Toronto, Canada.

In a cable to the field, Under Secretary Ronald I. Spiers had said: "From 5 to 10 FP-3 positions will be established, to be filled by Foreign Service secretaries. A corresponding number of promotion opportunities at that level will be generated. I see these positions as similar in their relationship to the secretarial corps as career minister positions are to the officer ranks."

The new career counselors for secretaries are Patricia Mallon and Margaret Velarde. Joan Anderson is in the recruitment office. All three are mainstays in the secretarial ranks, with valued service at a number of posts abroad as well as in the United States. Their last permanent assignments before taking over their current responsibilities were in the Office of the Program Inspector General.

#### First since '81

As FP-3s, Ms. Holmes, Ms. McKeown and Ms. Potter will be in the 14-step pay band that starts at \$34,315 per year and rises to \$50,393. There



Ms. Holmes



Ms. McKeown

have been other career secretaries at that pay level, with three of them still on the active list. However, none had been promoted to that rank since 1981. For the last five years, FP-4 (\$27,806 to \$40,834) has been as high as a secretary could go. Most of the secretaries hired today come in as FP-8s (\$16,097 to \$17,590).

Ms. Holmes, who is from Michigan, entered the Foreign Service in 1956. She speaks French, Spanish and Portuguese. She has served as a secretary to ambassadors for the past 21 years—in Tegucigalpa, the Bureau of International Organization Affairs, Vientiane (twice), Quito, Brasilia and Dhaka. She has also served in Santiago. Ms. Holmes has received two Meritorious Honor Awards, meritorious step increases and a cash award for performance.

Ms. McKeown, who comes from Illinois, joined the Foreign Service in 1951. She speaks French. She has served as ambassador's secretary in Colombo, Libreville, Tehran (twice), Pretoria/Cape Town, Paris (both in the embassy and at the U.S. mission to the Organization for Economic Coopera-

tion and Development), Cairo and Moscow. She has received a meritorious step increase for performance.

Ms. Potter, an Ohioan, entered the Foreign Service in 1960. She speaks French. She has served as a secretary to ambassadors in Bucharest and Dakar, and as secretary to deputy chiefs of mission in Bucharest, Monrovia and Bonn. Other assignments included Dar-es-Salaam, Bangkok, Berlin, Munich and Rabat. She was awarded a meritorious step increase in 1984.

#### 'No easy answers'

The reforms stem from decisions made by State's Management Council, headed by Mr. Spiers, and are based on recommendations made to the council by a special secretarial task force which, in its final report, described its effort as "long and very difficult," in the course of which the members found "no easy answers, no 'magic' solutions." The cable from Mr. Spiers outlining the council's decisions also said, among other things, that bidding procedures would be changed to permit secretaries to bid for Washington as-



Ms. Potter

signments on their second tours, that there would be "continued support of programs which provide movement from the secretarial/communications and other areas into other fields" and that a review would be made of the impact of automation on secretarial positions and job structure.

The under secretary said: "As all other categories of employees have been doing for some time, secretaries will do career counseling for themselves. It is management's intention that the Secretarial Division in the Office of Foreign Service Career Development and Assignments progressively be staffed entirely by secretaries." He added, as to recruitment: "Secretaries will enter the Foreign Service through the oral assessment process at the Board of Examiners. Secretaries will be assigned to the board to serve on these panels."

While there have been other career secretaries from time to time in the counseling and assignments office as well as the recruitment office, the new element, according to Mary Faye Tretola, who heads the Secretarial Division where Ms. Mallon and Ms.

Velarde work, is that the two came on board in the office specifically as secretaries, and presumably they will go on to another secretarial posting—though, of course, another type of assignment is not foreclosed.

#### 'Makes sense'

In an interview with STATE, Ms. Mallon said of her new position: "Having a secretary counseling other secretaries makes sense because we have a current feel for what secretaries are doing today and the problems that they face. Others in the Foreign Service have always been counseled by their peers, and now we will have that as well. I've always enjoyed being a secretary." Ms. Mallon joined the Foreign Service in 1966 and has served in the Middle East, the Far East and Europe. She was an ambassador's secretary in Lisbon and, in her last assignment, was secretary to the program inspector general of the Department.

Ms. Velarde told STATE: "I think having a secretary doing what I'm doing is a splendid idea. I think one secretary, having been out there herself, will have a better understanding of the problems and aspirations of another secretary. I could see this when I was the secretarial inspector, and in that capacity I got to know quite a bit about secretaries' jobs at different posts. In this position now, to give you an example, I counseled another secretary who felt she was being underutilized, and not being challenged, because of the computerization at the post where she's assigned. From my own experience and observations, I was able to give her some helpful hints. I pointed out, for instance, that she could accomplish something important by putting into her Wang things like the ambassador's guest lists, with information on the people on the list, such as, say, their dietary restrictions. I also suggested she could keep a log of telegrams on the Wang, making sure that each cable was

followed up and answered, and that she could keep current the contact lists of the various officers. These are things that other secretaries have done, to the advantage of the post and to their own advantage." Ms. Velarde entered the Foreign Service in 1965, and has been in Geneva, La Paz, Bombay, Damascus, Oslo, Singapore and Budapest, as well as in the Department. She left State to become secretary to the late Senator Jacob Javits (R.-N.Y.), then returned to the Foreign Service.

In the recruitment office, Ms. Anderson said: "My predecessor here was a very competent Civil Service person, but I think it's fair to say that a Foreign Service secretary would have an advantage in dealing with others who want to become Foreign Service secretaries because the secretarial function at an overseas post bears no resemblance, really, to any secretarial job in the United States. I think I'm in a good position to answer whatever questions an applicant might have because I've been out there myself." As Ms. Anderson said in an article that she wrote recently for *The Secretary* magazine: "This is not a 9-to-5 job—you represent the United States 24 hours a day." She joined the Foreign Service in 1965 and has had postings in Yaounde, Geneva, Port-au-Prince, Manila, Florence, Rabat and the Bureau of International Organization Affairs.

#### New standards

Ms. Anderson has been working with others in the recruitment office to set up what is to be known as an interview/assessment process for secretarial applicants. Heretofore, many secretaries have been hired on the basis of written applications and perhaps telephone conversations and other such contacts. In another innovation, applicants will be required to submit two to three-page narrative autobiographies with their applications, in which they

would comment on their experience and their interest in joining the Foreign Service.

The interview panels, Ms. Anderson said, will consist of two Board of Examiners officers plus a career secretary. She pointed out, too, that qualifying standards for typing and dictation have been raised. The minimum typing speed now is 60 words per minute with no more than three errors, while for shorthand it is 80 words per minute with no more than five errors.

The secretarial task force was headed by Myra Shipllett, then in the Bureau of Personnel, now in the Bureau of Consular Affairs. Its members were Margaret H. Arcement, Robert W. Becker, Jessie M. Colson, John Condayan, Shirley Davis, Elizabeth Gibbons, Barry J. Kefauver, Theresa A. Manly, Anita McClain, Maria C. Melchiorre, Kathleen Milne, Gwen Petitjean, Joyce I. Thomas and Sandra Y. Ulmer. Among those who assisted the task force over its lifetime were Rossella R. Berger, Stephen M. Block, Herman J. Cohen, Alex De La Graza, Anthea de Rouville, Kathryn J. Groot, Ann Johnson, Dan Liddel and John Sprott. □

### Spiers: Foreign Service needs more blacks

An inadequate number of black officers in the Foreign Service, particularly at the senior levels, is a "major problem" of the Service and must be addressed not "for cosmetic reasons" but because "we cannot represent our country overseas if we do not reflect our society at home." Under Secretary Ronald I. Spiers said recently. He spoke at a foreign affairs workshop in Washington sponsored by the Congressional Black Caucus. "This has been a matter of substantial concern to me," State's management chief said. "The director general of the Foreign Service and I consider making further improvements in the proportion of minorities and women in the Foreign Service one of our highest priorities."

Reviewing trends in recent years, he said: "Ten years ago there were



Director general George S. Vest with Louise L. Hoxie, president of the Public Members Association, which helps staff selection boards. Mr. Vest addressed the organization at the Foreign Service Club on October 8. (Photo by Ann Thomas)

barely 100 black Foreign Service officers. Today there are about 250. Since the mid-70's about one-tenth of our new FSOs have been blacks. Blacks are now about 6% of the FSO corps, and I'm told this is approximately the percentage of blacks in the college-educated workforce. I would like to see an increase in this proportion without departing from the principles which have made the Foreign Service one of our quality institutions. These aims are not incompatible.

"The other, equally difficult half of our task, however, is to find ways to encourage the retention of black officers who are already on board, and to encourage their advancement along with their colleagues to the middle and senior ranks. In an 'up or out' system this takes time. The paucity of senior officers reflects recruitment patterns of 25 years ago. Today only 9 of our 627 members of the Senior Foreign Service are black. However, all but two of these officers are currently serving or have recently served as ambassadors. I find it encouraging that three more

blacks, including the first black woman, were among the 68 new promotees to the Senior Foreign Service on the list that is now awaiting congressional approval. While these 12 comprise only just under 2% of our senior officers, 6.6% of our middle and 7.8% of our junior officers are black.

### Not 'paranoia'

"I'm nevertheless concerned about the flow of recent entrants up through the system in order to increase the proportion of blacks at the senior levels. In that regard, I'm aware of the perception among many of our black colleagues that there is systemic discrimination against them in the Foreign Service. This alleged discrimination is hard to identify. But its existence is maintained by too many of my black colleagues whose judgment I respect for me to dismiss it as paranoia or as not having any foundation. I can assure you that where such discrimination is found, it will be dealt with ruthlessly.

"This is a matter to which I have devoted substantial thought, and I'm convinced that the most fertile ground for further improvement lies in our recruitment and assignment practices. We need an active and aggressive recruiting program aimed at convincing qualified blacks that the Foreign Service is a career that should interest them. We've recently launched a more targeted recruiting effort. This is a significant break with the traditional view that the Foreign Service is in a 'buyer's market,' able to lean back and simply let the applications flow in. As a result, our recruitment of black officers has begun to rebound in 1986, after two disappointing years in 1984 and 1985. We're doing more to reach out to historically black colleges and universities, and to black college students in general. The results are most encouraging. We hired more black officers this year than last, and the number of black applicants to the Foreign Service is at an all-time high.

### Wanted: 'role models'

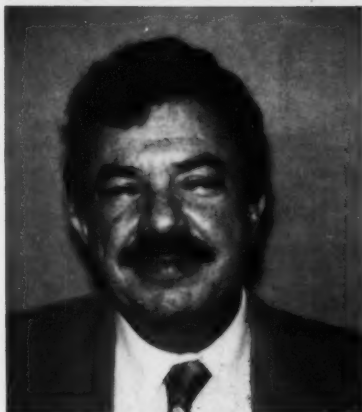
"We need to work on assignments

within the system. I've given a lot of attention to ensuring that senior blacks are selected for responsible and visible assignments in which they can serve as 'role models.' We now have black career officers as ambassadors in Liberia (soon to be transferred to South Africa), Mauritius, Denmark and Seychelles. Another holds the key job of director of our Regional Administrative Management Center in Paris. One—a former ambassador—is principal officer in Cape Town. Two—also former ambassadors—are serving in senior positions in Washington, one at the deputy assistant secretary level in Management Operations, and one as director of a major office in one of our regional bureaus. Over a year ago I discovered to my consternation that there were currently no black officers serving overseas as deputy chief of mission, perhaps the key management level position in the Foreign Service and a proving ground for future chiefs of mission. During the past year five black officers have been assigned as deputy chiefs of mission or as principal officers in American consulates.

"I want to ask your cooperation, and through you the cooperation of the black community, in encouraging more bright young blacks to take the Foreign Service examination and apply for the various other categories of Foreign Service employment. On the basis of the examples we've seen among the blacks who have recently entered the Service as junior officers, we're convinced there are a lot more out there who can pass the examinations and advance in their careers with the best and the brightest. The more you can do to identify them and encourage them to consider the Foreign Service as a career, the more likely we are to achieve the levels we are seeking." □

### Raicht, handicapped, gets White House award

Lawrence R. Raicht, former consul general at Halifax, Nova Scotia, has been named one of the 11 co-winners of the 1986 Presidential Award for Outstanding Handicapped Federal



Mr. Raicht

Employees. He and the other U.S. Government winners were presented the awards at a ceremony in the Department of Commerce Auditorium on October 9, during National Employ the Handicapped Week.

Mr. Raicht, a member of the Senior Foreign Service, is currently coordinator of the Southern Willamette Research Corridor Consortium in Eugene, Ore., under State's special domestic assignments program. He was cited by a U.S. Office of Personnel Management selection committee for his contributions while serving as consul general during the past four years, and for "the inspiring courage and initiative he demonstrated in overcoming his physical handicaps." He has had multiple sclerosis since 1976. He has become legally blind and walks with a leg brace and cane.

Mr. Raicht, who was nominated by the State Department's Award Committee, was lauded for advancing U.S. economic and political interests and assuring "the efficient provision of consular services throughout a vast region of Canada." The nomination pointed out that his performance evaluations have been outstanding. "In fact," the nomination added, "because of his dynamism and productivity, he was almost overlooked for this award—his colleagues never think of him as handicapped or limited."

Mr. Raicht and his wife, Patricia,

who is blind, have supported activities to benefit the handicapped. He has counseled many handicapped persons about opportunities in public service. He joined the Foreign Service in 1960 and held assignments in Washington, Athens, Cairo and Paris before he was posted to Halifax. He won the Department's Superior Honor Award in 1973. □

### Data on schools at post are now available

The Office of Overseas Schools has announced the availability of detailed information on 488 schools normally attended by dependents at posts around the world. It covers such concerns as course offerings, special programs, extracurricular activities and graduation requirements. The data for 437 of these schools is on microfiche and is available for reference at the office in State Annex 6, Room 234; the Overseas Briefing Center in State Annex 3, Room 400; the Family Liaison Office and the Foreign Service Lounge at Main State, and in other offices at State, AID, USIA and other agencies. A copy of the microfiche packet has also been sent to all posts.

In addition, hard-copy information on the remaining 51 schools is available at the Office of Overseas Schools. Contact Monica Greeley, 235-9600, with inquiries. ■



BOOKFAIR—O'Be Shultz, right, wife of the Secretary, confers with Betty Haselton, left, and Marlen Neumann. Bookfair '86 had sales of more than 100,000 books.

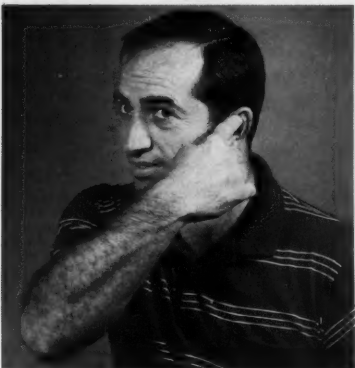
# Terrorism

## Communications officer tells how he was shot

It was his day off—a Friday in Yemen

BY ARTHUR L. POLLICK

**M**Y "ADVENTURE" began on a Friday morning, last April 25. It was a day off from work. My wife, Solange, was rushing around the house trying to get our two children, Christian, 10, and Natasha, 4, dressed, fed and ready for Sunday school (which in Yemen occurs on Friday). I was out in the garden, doing battle with the slugs which were invading our strawberry plants. Finally, Solange was ready to



Arthur Pollick indicates the course of a bullet that struck him. (Photo by Robert E. Kaiser)

leave and asked if I would drive the kids to school and her to church services. It was about 4-5 miles from our house, so I decided to go as I was (in shorts, T-shirt and jogging shoes). It was to be a routine trip, but, boy, was I in for a surprise!

I had recently submitted my bid list and, on the way to church, we talked about where we might be going for my second tour, and about our home leave plans for December. Solange had arranged for a ride home and so, after dropping them off, I planned to return home, complete my gardening chores and get ready for an afternoon of cooking with Italian friends who were coming to our house that day.

Our place in Sanaa was a large

two-story house, surrounded by a nine-foot wall topped (for security) with glass shards. It had a large metal drive-in gate with a door built into it. The house was on a dirt track, off one of the main paved roads.

### Eyes on the road

As I turned off the main road back onto the dirt track, on the way home, I noticed a vehicle approaching from the rear at a high rate of speed. Thinking it was just a "Friday" driver, I concentrated on keeping my car to the right, to allow plenty of room for passing. This dirt track was very pot-holed and an adventure to drive on. I could sense the other car getting closer and closer, but I was leery about taking my eyes off the road, even for a moment, because of the condition of the non-pavement. As the vehicle came along the left side of my car, I could see it out of the corner of my eye. I remember thinking how close it was, no more than a few inches—and wondering whether it was going to run into me. The next recollection I have is of flying glass and be-

ing thrown to the right, on the front seat. This was one case where not wearing a harness didn't cost a life, because I didn't remain an upright target for very long—just at the start. I was thinking: "The turkeys have run into me." That was at first. But I also remember hearing gunshots, and then I realized I'd been shot.

One bullet hit me in the head. It passed through the top portion of my left ear and continued around my scalp under the skin. It exited out the back of my head without penetrating the skull. Another bullet plowed through the car door and hit me in the left shoulder area. It lost some of its velocity and became deformed after passing through the door. It circled to the front of my body and came to rest just below my Adam's apple. A piece of shrapnel from a shell casing, which probably ricocheted off the car frame, hit me in the left side of the throat. All the other shots missed.

My wounds were bleeding badly and, as I laid there in my blood—only about 50 meters from my house—I was



The Pollick Fiat, after the gunfire. Bullet hole is visible below front door handle. Another

bullet gouged a hole in the side molding on the driver's window.





Front gate of the Pollick home in Sanaa, Yemen. Glass shards are visible on top of wall next to the car.



Solange Pollick with Christian.

sure they had killed me. But I also became angry; I decided I wouldn't give the gunmen the satisfaction of ending my life. Somehow, I raised myself up and managed to get the car door open. I resolved I would at least throw a rock at the terrorists should they return. I began to stagger towards the front gate of my home. It was the holy day in Islam, and there was no one on the street.

#### Shock

I arrived at my gate, trying to hold pressure on my head wound with one hand to stem the bleeding, and trying with the other hand, with blood-sticky keys, to open the gate. I did this, and



Mr. Pollick took this photograph of his daughter, *Natasha*, just before she got into the car for the drive to school, on the morning of the shooting.

then I opened the door to my house. Once inside, I began to wrestle with the telephone. After a couple of attempts, I was able to dial the number of the Marine security guard. I explained to the Marine I'd been shot and asked that help be sent to my house. Not knowing how long I would be conscious (I was beginning to shiver and go into shock from loss of blood), I decided to go out the front gate again. By this time, Yemeni people were gathered around my car, looking at the bullet holes. When they saw me, some of them began shouting and running in different directions. I was pretty weak by this time. I sat down. Two Yemeni ladies wrapped some cloth around my head, throat and left shoulder. I asked one of the men to drive me to a hospital. He drove my car up to where I was sitting and, with three or four others, he picked me up and sat me in the back seat.

As we were going to the hospital,

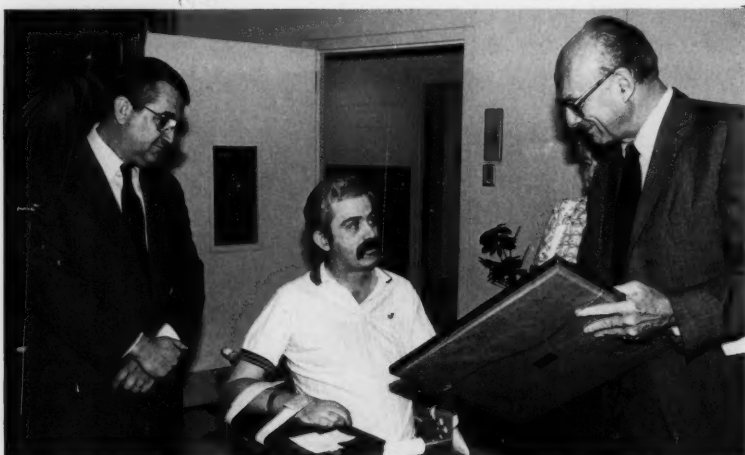
about a mile away, I was trying to monitor my breathing to see if it was O.K. My heart was beating very erratically and I thought I might be dying. At this point I was trying very hard to remember the date so I would know what day I died on. I began to feel cheated, as a Californian, because the Los Angeles Dodgers were doing very well (remember, it was April!), and I was sure they would go all the way. Well, I was wrong about a lot of things that day!

Meanwhile, the embassy people arrived at my home. All they found were puddles of blood here and there (I had ruined some carpet) but no Pollick. They dispatched people to the three hospitals in Sanaa to try and locate me.

#### Wife is in tears

Not too long after I arrived in the emergency room of one of the less modern hospitals, captain Mike Trahan of the U.S. Office of Military Cooperation walked in. I began to feel better immediately. The regional medical officer, Dr. Paul Grundy, arrived shortly after Mike and began to orchestrate my first-aid treatment. I remember him inserting a fire hose-size catheter in my left arm for fluids. (I credit the good doctor with saving my life.) After this stabilization, I was transferred to a more modern hospital and prepared for surgery. Just before I was wheeled into the operating room, Solange arrived. In tears, she bent over and kissed me and told me she loved me. This made me feel better but did nothing to reassure me I wasn't headed for that big Communications Room in the sky.

My neurosurgeon was a Hungarian lady, the plastic surgeon a Pole and the anaesthesiologist a Soviet lady. The very last things I remember before the surgery began were the pretty blue eyes of the anesthesiologist and Doc Grundy standing beside me. The two surgeons did such a great job on me that no further touch-ups were necessary when I got to Germany later. The plastic surgeon had restored the shredded top of my ear, and the bullet had been removed from the Adam's apple area. The medical care and personal protec-



**William Calkins**, in wheelchair, is another State Department communicator who was shot by terrorists, in Khartoum, only 10 days before the incident in Sanaa. Like Mr. Pollick in Sanaa, Mr. Calkins was driving home at the time. He is shown here at Magee Hospital and Rehabilitation Center in Philadelphia, where

he is recuperating. With him are Foreign Service director general **George S. Vest**, presenting him a certificate of recognition, and **Donald Bouchard**, assistant secretary for administration. Mr. Calkins' mother, **Lottie Calkins**, is behind Mr. Vest.

tion provided me by the Yemeni government were nothing short of outstanding. My family and I are in their debt.

I was transferred on April 28 to a hospital in Landstuhl, West Germany, where for the next two weeks arterial studies were made. My family had accompanied me. I was hoping to return to post alone just to make it plain to the terrorists that they hadn't succeeded. But it was determined that "surgical intervention" might be necessary to return my arm to normal operation (my arm was deadweight), so we were transferred to the States.

#### An 'honor'

After a two-week recuperation period in California (I'm from Bakersfield in that state), I arrived in Washington for more medical exams and further treatment. I was met at the airport by State communications chief Robert Ribera, and likely became the first Staff 8 in history to have his baggage carried by a deputy assistant secretary. My reception in Washington was very special and gratifying to me. It was an

honor that important people like Assistant Secretaries Richard Murphy and Donald Bouchard and Mr. Ribera took time out to welcome me, to express their concern and to offer their support and encouragement.

One of my major concerns was where and how I was going to begin to straighten out my life administratively. You can imagine the loose ends I was facing. But no problem. My first day at State, I was surrounded by experts in just about every area where I would need assistance and, in the Navy vernacular, it was "fair winds and following seas."

Charles Scott of the Human Resources Division of the Office of Communications, Lee Lohman of the Executive Office of the Bureau of Near Eastern and South Asian Affairs, Brenda Henson of the Bureau of Administration's Office of Operations, and Elmer Higgs of the Office of Medical Service—all need new doors because I wore their hinges off my first month in Washington. I can't tell you how much the support of these professionals has meant to me.

#### 'Olive Oyl' arm

The initial studies at Georgetown Medical Center showed there were no lacerated nerves in my arm or shoulder. However, the muscles had disappeared—atrophy, as the medical people call it. My arm looked like it belonged to Olive Oyl. In mid-June, I began a rigorous physical therapy program at National Hospital in Arlington. By September, I was camping at Lake Sherando, Va., with my family, and I was able to raise my arm over my head for the first time. I'm sure the other campers there wondered who the crazy guy was doing the jig around his campfire! The Georgetown surgeon has ruled out the need for "surgical intervention," and a Class II medical clearance has been issued. We expect to leave for a new post sometime next year.

During the course of my medical exams, I learned an awful lot about nerves, muscles, etc. I also learned that, when a person in the medical field uses the word "discomfort," this means it's going to hurt like hell. If the terrorists who attacked me are ever caught, I'll consider that "the pot is right" if I'm allowed to personally perform an EMG (electromagneticgraph) on them!

Looking back, I can think of no special security precautions I could have taken to prevent this attack, or precautions which I took that might have caused an earlier planned attack to abort. Since no weapons were in sight when I first noticed the vehicle, I assumed it was just another impatient driver. I consider my personal security habits to be very good, having been trained in this area while in the Navy and spending 1967 in-country in Vietnam. (I emerged from there without a scratch, but I guess I'm in the "dangerous" Service now.)

My family and I were saddened that it was necessary for us to leave Sanaa earlier than we had planned. We miss our friends at post, the outstanding weather and our wonderful Yemeni neighbors. We're anxious to "get back out there," and we're very proud to be a part of the Office of Communications family and the Foreign Service. ■

## Appointments

### President Reagan picks 8 for ambassadorships

Senate confirmation is required

**P**RESIDENT REAGAN, by mid-October, had announced his intention to nominate eight ambassadors. Each nomination would require Senate confirmation. The eight, in alphabetical order by post, are:

—*Argentina*—Theodore E. Gildred, a California banker, to succeed Frank V. Ortiz.

—*Barbados, Dominica, Saint Lucia, Saint Vincent and the Grenadines, Antigua and Barbuda, and St. Christopher and Nevis*—Paul A. Russo, president of Capitol Consultants, Alexandria, Va., to replace Thomas A. Anderson Jr.

—*Benin*—Walter E. Stadtler, a former member of the Senior Seminar, to succeed George E. Moose.

—*Holy See*—Frank Shakespeare, ambassador to Portugal, for the vacant post.

—*Honduras*—Everett E. Briggs, former vice president of National Defense University, Washington, to replace John A. Ferch.

—*Mozambique*—Melissa F. Wells, director, UN Impact Program, Geneva, to succeed Peter Jon de Vos.

—*South Africa*—Edward J. Perkins, ambassador to Liberia, to replace Herman W. Nickel.

—*Tanzania*—Donald K. Petterson, deputy director, Office of Management Operations. The post is vacant.

*Following are biographical sketches of the persons chosen by the President.*

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#### Argentina

Theodore E. Gildred has been chairman of the board and chief executive officer, the Lomas Santa Fe Companies, Solana Beach, Calif., since 1968. He has also been chairman of the board, Torrey Pines Bank and Torrey Pines Group, San Diego, since 1969.

Mr. Gildred began his business career as a sales representative with City

Chevrolet, San Diego, in 1959. The following year he was executive assistant to the president, Pacesetter Homes, Orange County, Calif. From 1961 to 1965 he was president, chief executive officer and owner of Costa Pacifica, Inc., Newport Beach and La Verne, Calif. He then became an administrator, dealing in real estate developments and investments, San Juan de Letran Norte, S.A., Mexico.

Mr. Gildred was born in Mexico City on October 18, 1935. He received a bachelor's from Stanford in 1959. He also received certificates from Sorbonne University, Paris, and the University of Heidelberg in 1960. From



Mr. Gildred

Mr. Russo

1955 to 1959 he served in the Army and, from 1959 to 1969, in the Air Force Reserve. He has received many honors, including the Chicago Tribune's Gold Medal Award for Leadership, 1959; the San Diego Chamber of Commerce's Award for Outstanding Service, 1979; the Solana Beach Chamber of Commerce's Certificate of Appreciation, 1976; the Mexican and American Foundation's Friend of Distinction Award, 1981; the Panama Canal Commission's Master Key Award for the "Spirit of Goodwill" flight, from San Diego, Calif., to Quito, Ecuador, 1981; the District of Panama's Guest of Honor Award; several honorary keys to various cities for that flight; and Ecuador's Honorary Command Pilot Award, 1984.

He has also received the University of California, San Diego, Chancel-

lor's Associates Award, 1983; the Medal of Merit, as a member of the Republican President Task Force; the North Coast YMCA Award for Outstanding Service to the Families of the Community; and the University of the Americas Award for Outstanding Service to International Education in Mexico. He was enrolled in the Salk Institute's Society of Honorary Member's in 1984. He is a member of the board of directors, the American British Cowdray Hospital Foundation; a founder and chairman of the board of governors of the Institute of the Americas; and president, Gildred Foundation for medical research and education. His foreign languages are Spanish, French, German, and Italian.

Mr. Gildred is married to Stephanie Ann Moscini Gildred. They have five children, Theodore E. III, Jennifer L., Edward A., John T. and Tory B. □

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*Barbados, Dominica, Saint Lucia, Saint Vincent and the Grenadines, Antigua and Barbuda, and St. Christopher and Nevis*

Paul A. Russo has been president of Capitol Consultants, Alexandria, Va., since last year. Before that, he was a consultant for the Department of Labor, 1984-85. He was a special assistant to the President at the White House, 1981-83, and deputy under secretary of labor, 1983-84.

He began his career in 1967 in the Cuyahoga County Sheriff's Department, Cleveland, O., where he was a detective. The following year he became a relocation counselor, Ohio Department of Highways, in Cleveland. He was director of advance, Robert Taft for U.S. Senate Campaign, Cincinnati, 1969-71; and special assistant to the chairman, Republican National Committee, Washington, 1971-72. In 1973 he was named director of federal relations, Office of the Mayor, in Cleveland.

Mr. Russo later held positions as special assistant to the governor,

## APPOINTMENTS

California, 1973-75; assistant to the chairman, Reagan for President Committee, Washington, January to August, 1976; assistant to the vice presidential nominee, Ford/Dole Committee, Washington, August to December 1976; and director of special projects for Congressman Thomas B. Evans Jr., January to June 1977.

In recent years Mr. Russo was director, Political Action Committee Development, Republican National Committee, 1977-78; executive director, Campaign America Political Action Committee (Senator Bob Dole), Washington, 1978-79; and director of congressional relations, Reagan for President/Reagan-Bush Committee, Washington, 1979-80. From March to November 1984 he was chief labor adviser, Reagan-Bush '84 Committee. He was a partner, Keene-Monk & Associates, Alexandria, Va., and a consultant for Capitol Consultants, in 1984-85. He was a member and chairman, Federal Advisory Council on Unemployment Insurance, 1985. He is a member of the President's National Commission on Employment Policy.

Mr. Russo was born in Cleveland on July 21, 1943. He received a bachelor's from Ohio State in 1966. He was given the Cleveland Republican Heritage Foundation's "Man of the Year" Award, 1982. He was a member of the U.S. presidential delegation to the 40th anniversary of the liberation of Rome, 1984. Last year he was named to the Cleveland Heights High School Hall of Fame. He is married to Kathie Regan Russo. □

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### Benin

Walter Edward Stadler, a career member of the Senior Foreign Service, class of minister-counselor, attended the Senior Seminar from 1985 until recently. Before that, he was chargé d'affaires and deputy chief of mission, Pretoria, 1982-85.

Mr. Stadler joined the Foreign Service in 1962 and was assigned as vice consul, Southampton, England. From 1963 to 1964 he was third secretary, London, and from 1964 to 1966,

third secretary and economic officer, Bonn. He then drew assignments as second secretary, Bonn, 1966; personnel officer in the Office of Career Management, 1967-69; second secretary and consul, Pretoria, 1969-72; economic officer and commercial attaché, Addis Ababa, 1972-75 and first secretary there, 1975.

In 1975 Mr. Stadler became director, U.S. Trade Center for Scandinavia, in Stockholm, serving until 1978. He then became European adviser, U.S. mission to the United Nations, at the 33rd session of the UN General Assembly. He later was a member of the Royal College of De-



Mr. Stadler

Mr. Briggs

fence Studies, London, 1978-79, and counselor for commercial affairs, Bonn, 1980-82.

Mr. Stadler was born in New York on April 4, 1936. He attended the University of Paris (Sorbonne), 1955-56, and received a bachelor's from Fordham in 1957. He attended Columbia, 1957-58. From 1958 to 1962 he served in the Army. His foreign languages are German, Afrikaans, French, Vietnamese, Italian and Swedish. He received a senior performance pay award in 1983. He is the author of "China, Strategy for the Eighties," Royal College of Defence Studies, London, 1979, and "A Tale of Two Cities: Business in the Revival of Decaying Cities," Senior Seminar, State Department, 1986. He is a member of the American Foreign Service Association.

Mr. Stadler is married to Magdalene S. Macdonald Stadler. They have

three children, Fiona, Walter Jr. and Catriona. □

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### Honduras

Everett Ellis Briggs has been serving as vice president of National Defense University since early this year. Before that, he was ambassador to Panama, 1982-86.

Mr. Briggs joined the Foreign Service in 1956 and was assigned as an international relations officer in the Bureau of Inter-American Affairs. He later was a member of the staff of the U.S. delegation to the Inter-American Economic and Social Council, Organization of American States. He became Salvadoran desk officer in 1958. He later drew assignments as political officer and vice consul, La Paz, 1958-60; staff assistant and consul, Berlin, 1961-63; political officer, Lisbon, 1963-67; international relations officer, Bureau of International Organization Affairs, 1967-69; and Portuguese desk officer and deputy director, Iberian affairs, Bureau of European Affairs, 1969-71.

Mr. Briggs attended National War College, 1971-72. Following his studies, he became consul general, Luanda, Angola, 1972-74. In recent years he was deputy chief of mission, Asuncion, 1974-78, and Bogota, 1978-79; director and deputy coordinator, Mexican affairs, 1979-81; and deputy assistant secretary for inter-American affairs, 1981-82.

Mr. Briggs was born in Havana on April 6, 1934. He received a bachelor's from Dartmouth in 1956 and a master's from George Washington in 1972. His foreign languages are Spanish, Portuguese and German. He received Senior Foreign Service performance awards in 1983 and this year, and a Presidential Merit Award of 1985. Last year he and his wife received an award from the Una Chapman Cox Foundation to attend the Aspen Summer Institute. He is a member of the Metropolitan Club of Washington and the Universalist National Memorial Church of Washington.

Mr. Briggs is married to Sally

Soast Briggs. They have five children, Everett Bernard, Catherine Sheppard Briggs Townsend, Allen Townsend, Lucy Hill Briggs Bassert and Church Ellis. □

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#### Holy See

Frank Shakespeare has been ambassador to Portugal since 1985. Before that, he was chairman, Board of International Broadcasting, 1981-85. From 1969 to 1973 he was director of USIA.

Mr. Shakespeare was a trainee with the Liberty Mutual Insurance Co., Washington, 1946-47. He then became a salesman with Proctor & Gamble, New York, 1947-49, and WOK Radio, also in New York, 1949-50. He later joined CBS, Inc., where he held various executive positions, including president of CBS Television Services, Inc., 1950-69. From 1973 to 1976 he was executive vice president, Westinghouse, New York, and from 1976 to 1985, president, RKO General, Inc., New York.

Mr. Shakespeare was born in New York on April 9, 1925. He received a bachelor's from Holy Cross College in 1945. He received honorary degrees from the Colorado School of Mines, 1975; Pace University, 1979; Delaware Law School, 1980; and Sacred Heart University, 1985. From 1945 to 1946 he served in the Navy. Mr. Shakespeare has three children, Mark, Andrea and Fredricka. □

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#### Mozambique

Melissa Foelsch Wells was director of the Impact Program, sponsored by the UN Development Program, UNICEF and the World Health Organization's Humanitarian Program, from 1982 until recently. Before that, she was resident representative of the UN Development Program in Uganda, and special representative of the UN secretary general for relief operations in that African country, 1979-81.

Ms. Wells joined the Foreign Service in 1958 and was assigned as an analyst in the Bureau of Intelligence and Research. From 1961 to 1963 she

was consular and visa officer, Port-of-Spain, Trinidad. She then became an economic officer, U.S. mission to the Organization of Economic Cooperation and Development, Paris. Ms. Wells later drew assignments as economic officer, London, 1966-70; personnel officer (examinations), Board of Examiners in the Department, 1971-72; chief of the business relations branch, Bureau of Economic Affairs, 1972-73; and deputy director, major exports projects, Department of Commerce, 1972-73.

From 1975 to 1976 Ms. Wells was commercial counselor, Brasilia. She then was appointed ambassador to



Mr. Shakespeare



Ms. Wells

Guinea-Bissau and to Cape Verde, serving in both posts until 1977. From 1977 to 1979 she was the U.S. representative on the Economic and Social Council of the United Nations, with the rank of ambassador.

#### People at State

Ralph R. Johnson has been named deputy assistant secretary for trade and commercial affairs, Bureau of Economic and Business Affairs. He succeeds Denis Lamb, who has become the bureau's principal deputy assistant secretary . . . Michael Metelits is director of the new Office of Multilateral Coordination, Bureau of International Organization Affairs; the office will collect and analyze data on nations' behavior with regard to U.S. objectives in the United Nations and the specialized agencies . . . Louis W. Sheedy is the new regional director of the Boston Passport Agency. □

Ms. Wells began her career in 1954, serving in various secretarial positions. She was secretary to the ambassador, Bolivian embassy, Washington, 1957-58.

Ms. Wells was born in Tallinn, Estonia, on November 18, 1932. She received a bachelor's in foreign service from Georgetown in 1956. Her foreign languages are German, Spanish, French, Italian and Portuguese. She is a member of the American Foreign Service Association and the Georgetown University Alumni Association. She is married to Alfred Washburn Wells. They have two sons, Christopher and Gregory. □

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#### South Africa

Edward Joseph Perkins has been ambassador to Liberia since 1985. Before that, he was director, Office of West African Affairs, Bureau of African Affairs, 1983-85.

Mr. Perkins began his Government career in 1958 as chief of personnel, Army and Air Force Exchange, in Taipei, Taiwan. Four years later he was named deputy chief of personnel and administration for the exchange in Okinawa. From 1966 to 1967 he was assistant general services officer, AID's Far East Bureau, in Washington. He then held the position of assistant general services officer with the U.S. Operations Mission to Thailand, Bangkok, 1967-69. He was a management analyst with the mission, 1969-70. From 1970 to 1972 he was the mission's deputy assistant director for management.

Mr. Perkins returned to Washington in 1972 to become staff assistant, Office of the Director General of the Foreign Service. Three months later, he was appointed a personnel officer in the director general's office. In recent years he held assignments as administrative officer, Bureau of Near Eastern and South Asian Affairs, 1974-75; management analysis officer, Office of Management Operations, 1975-78; counselor for political affairs, Accra, 1978-81; deputy chief of mission, Monrovia, 1981-83; French language trainee, Foreign Service Institute, June

## APPOINTMENTS

to September 1983. He then was assigned to the Africa bureau.

Mr. Perkins was born in Sterlington, La., on June 8, 1928. He received a bachelor's from the University of Maryland in 1967, a master's in public administration from the University of Southern California in 1972, and a doctorate in public administration, also from that university, in 1978. His foreign languages are Thai, French and Japanese. He served three years in the Army and four in the Marines. He has won the Department of the Army's Certificate of Achievement, 1966; AID's Meritorious Honor Award; State's Superior Honor Award; and Kappa Alpha Psi fraternity's eastern region Award for Achievement in Foreign Affairs. He is a member of the American Society for Public Administration, Kappa Alpha Psi and the Phi Kappa Phi Honor Society. He is the author of a research document, "The Priorities Policy Group: A Case Study of the Institutionalization of a Policy Linkage and Resource Allocation Mechanism in the Department of State." Mr. Perkins is married to Lucy Chien-mei Liu Perkins. They have two daughters, Katherine Karla and Sarah Elizabeth. □

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### Tanzania

Donald K. Petterson, a career member of the Senior Foreign Service, class of minister-counselor, has been deputy director, Office of Management Operations, since 1984. Before that, he was a foreign affairs fellow and visiting scholar at the University of California, Los Angeles, 1983-84.

Mr. Petterson joined the Foreign Service in 1960 and was assigned as vice consul in Mexico City. From 1962 to 1963 he took Swahili language training at the Foreign Service Institute and, following his studies, was appointed vice consul in Zanzibar, Tanzania. In 1965 he became the consul there. He later drew assignments as political officer, Lagos, 1966-67; on detail to Stanford University, 1967-68; personnel officer in the Department, 1968-70; and counselor of embassy and deputy

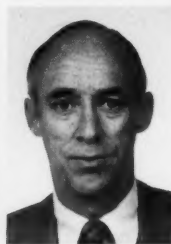
chief of mission, Freetown, Sierra Leone, 1970-72.

In recent years he was political counselor, Pretoria, 1972-73; a member of the Department's Policy Planning Staff, 1975-77; director, Office of Southern African Affairs, 1977-78; deputy assistant secretary, Bureau of African Affairs, 1978; and ambassador to Somalia, 1978-82.

Mr. Petterson was born on November 17, 1930, in Huntington Park, Calif. He received a bachelor's from the University of California in 1956 and a master's from the university in 1960. His foreign languages are Spanish and Swahili. He served in the



Mr. Perkins



Mr. Petterson

Navy, 1948-52. Before entering the Foreign Service, he was a personnel analyst with the California Personnel Board, Los Angeles, 1958-59, and a teaching assistant, University of California, Los Angeles, 1959-60.

Mr. Petterson received the Department's Superior Honor Award twice—in 1964 and 1971. He was presented the University of California, Santa Barbara, Alumnus of the Year Award, 1965; the Director General's Award for Reporting, 1977; the Order of the Somali Star, 1982; and a Senior Foreign Service performance pay award, 1982. He has written a chapter, "Somalia and the United States, 1977-83," in "African Crisis Area and U.S. Foreign Policy," and an article, "Ethiopia Abandoned? An American Perspective," for International Affairs magazine. He is a member of the Senior Foreign Service Officers Association.

Mr. Petterson is married to Julieta Roviroso Argudin Petterson. They have two sons, John and Brian, and two daughters, Susan and Julie. □

### Canada trade negotiator

President Reagan has announced his intention to nominate Peter O. Murphy as special negotiator for U.S.-Canada trade and investment issues. He would have the rank of ambassador. Mr. Murphy has served, since 1983, as deputy U.S. trade representative in Geneva and as U.S. representative to the General Agreement on Tariffs and Trade, also with the rank of ambassador. □

### New Pacific embassy

The United States and Vanuatu, an island nation in the southwestern Pacific, south of the Solomon Islands, and west of Fiji, have decided to establish diplomatic relations at the ambassadorial level. Vanuatu became independent in 1980. ■

### Money quiz

Q—You can have only one name put on the U.S. savings bonds you purchase. True or False?

A—False. Bonds may be issued in the name of two persons as co-owners or in the name of one person with a second person as beneficiary.

Q—How safe are my U.S. savings bonds?

A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, mutilated or destroyed, they will be replaced free on request—and will bear the original issue dates.

Q—What is a U.S. savings bond?

A—A contract showing that money has been loaned to the United States, which promises to repay it, with accrued interest, when the bond is redeemed. Bonds are safe and secure because they are direct obligations of the United States.

Q—What's one way to avoid paying federal tax on the interest your U.S. savings bonds earn?

A—Cash bonds in after you're retired—in the period during which your contributions to the retirement fund are being returned to you in the form of monthly payments. It is likely that all of your accrued interest will be offset by tax exemptions and deductions. □



BY CHRISTOPHER L. GRANT

*The author is an attorney-adviser in the Office of the Assistant Legal Adviser for Management.*

AS A STATE Department lawyer, I participated recently in a negotiation with a man who's a master of the art. I'm going to call him Dr. Li. He



Mr. Grant

headed an Asian government team with whom we were negotiating to purchase six acres of land on the outskirts of the capital, for a new embassy office building. We ultimately reached a conclusion that was satisfactory for the United States, but—because of Dr. Li's negotiating skill—it wasn't easy. I believe it might be helpful to give this portrait of Dr. Li in action so other State Department



## PLAYING 'POKER' with DR. LI

(The Art of Negotiating)

people can know what might confront them in a future negotiation, and how they might surmount it.

We arranged our first meeting for 11 a.m. on Monday morning, in Dr. Li's office. Immediately upon our arrival—our own team consisted of, in addition to me, two Foreign Service officers from Washington and the administrative counselor and a Foreign Service national from the embassy—it became clear that Dr. Li was going to make time his ally.

He was absent when we arrived. He thus placed our team in the mildly uncomfortable, defensive position of loitering in the unfamiliar surroundings of his anteroom and office while we waited. He didn't keep us waiting so long that it became flagrantly rude, nor long enough for us to consider leaving. He arrived after about 15 minutes. This relatively short time was sufficient, however, to establish his authority and position as A Busy Man and, whether deliberately or not, to put us all on edge with impatience.

Dr. Li made psychological use of the venue of the meeting. Any person, of course, is more comfortable on his home ground. Expert negotiators often suggest that you insist on meeting at your office, or at least upon alternating the locations of a series of meetings, keeping in mind that the first and last are usually the most important. We didn't really have a suitable place to suggest as an alternative in their city, and the circumstances didn't allow us to insist on a meeting in Washington. Rather than conceding the issue altogether, we should have insisted on meeting on neutral ground. Even a hotel room in their city would have been preferable to the opposition's own office.

Others had suggested that we ought to agree to meet Dr. Li at his office simply as a matter of courtesy, as a means of establishing good will at the outset. Courtesy can be a valuable lubricant in negotiation, but the subtle advantage which Dr. Li gained from this concession shows the validity of the experts' advice.

#### Close quarters

We met at Dr. Li's office in a room too small for the number of people involved, and poorly air-conditioned. The air conditioner made so much noise that we turned it off part of the time. While the members of the other team were just as crowded and hot as we were, these elements exacerbated the discomfort which we already felt as the strangers in a strange land.

Dr. Li's team, like ours, consisted of five or six persons at different times. But they spoke with one voice. This is critical to a successful negotiation. No one spoke other than Dr. Li unless called upon by him to do so. There was no table talk, no passing of notes, little or no murmuring among them while another person was talking. They gave no indication of anything but unanimity and confidence from their side. This enhanced the credibility of their positions.

Dr. Li also controlled the emotional tone of the meeting. All of the elements already mentioned contributed

to this, of course, but he kept the meeting on a short leash by his own formal, withdrawn, reticent demeanor. He spoke economically. The initial pleasantries were minimal. He gave little expression to anything he said, and responded minimally to anything we said. He expressed himself in words only: no facial expressions, no body language (at least none that we could recognize), no shifting around in his seat. Nothing but calm, patient discussion.

#### New game

Our side had done some meticulous preliminary work leading to these face-to-face negotiations, and we had thought several general issues already settled. We expected that our purpose in traveling to their city was merely to work out the details. We found with Dr. Li, however, that we were starting from scratch. The preliminary negotiations had been for naught: Dr. Li forced us to bargain for items which we had thought already won.

He exaggerated the difficulties posed by our demands. As we heard Dr. Li's comments on the several aspects of our proposal, we learned that many of our requirements were not only unacceptable to their side, but prohibited. Or at least Dr. Li said so. Either the law or the policy of their government precluded the approach we had had in mind.

Dr. Li also denied that he had authority to negotiate certain points which were essential to an agreement. We insisted that we must resolve certain points with members of another, autonomous section of his organization who were not present, as a prerequisite to concluding a final agreement with him.

#### 'Demeaning'

Although ostensibly outside of Dr. Li's control, these other persons were subordinate in rank. Dr. Li thus accomplished two tactical gains with a single ploy. He forced us to retreat to a preliminary stage of negotiation, increasing our burden of effort, and he forced us to deal with junior employees, demeaning our own status. We had ex-

pected to resolve the entire deal by negotiating with Dr. Li.

Our first meeting ended after approximately an hour with no substantive progress. Dr. Li then announced he couldn't meet with us at all on the following day. He was too much the Busy Man. He could spare us only an hour or so on Wednesday.

Knowing that three Americans had traveled 10,000 miles to see him, Dr. Li assumed that time was on his side. We were naturally strongly motivated to accomplish some things during our trip: we had hoped to complete the deal at least in the form of a letter of intent initialed by both sides. After meeting unproductively for 60 minutes, we were notified that only one more meeting would be possible during the remainder of our week's stay. Since Dr. Li had also given notice that a great deal more had to be negotiated than we had understood, we saw ourselves backed against the wall.

#### 'The authoritative figure'

By the end of that first meeting, Dr. Li had done a great deal to shape the negotiation to his advantage. He had established himself as the authoritative figure in the room. He had established an attitude of calm, unhurried confidence. He had notified us that most of our desires were not merely unacceptable, but impossible. He had obliged us to negotiate preliminarily with a clerk in a different department before returning to complete the discussion with him. He had made time his ally by refusing to see us for more than two or three hours over a period of a week, after we had expended enormous time and money to meet at a place convenient for him. He had disciplined his own negotiating team to do nothing not expressly requested and guided by him. He had driven us to distraction.

By describing Dr. Li's tactics in such detail, I don't mean to imply that we were helpless in his hands. We saw his tactics unfold, and responded to minimize his skillful moves. Tactics, however artful, don't change the fundamentals of the relationship between two negotiating parties. Either you are



stronger than your opponent, or you aren't. Tactics can defeat you only if you fail to appreciate your fundamental, strategic superiority, or fail to put it to work.

Of course, you may indeed have the weaker position. In that case, like Dr. Li, you must make skillful use of tactics to compensate for the difference. But in the case of our negotiation with Dr. Li, we had the stamina to stand our ground. His government in fact needed to sell the property more than we needed to buy it. That nation badly needed to persuade the U.S. embassy to move into a new diplomatic enclave as the flagship of an effort to persuade many other nations to move there. On the other hand, our embassy had no urgent need to move at all. We had several other sites available from

private sellers.

#### Calling the bluff

Rather than let Dr. Li push us around (although it was a pleasure to watch a real master in operation), we adjourned the meeting. We told him we simply couldn't accept his terms. We would return to Washington, and review the whole question of moving the embassy into a new office building. If we concluded that a new building would serve our needs, then we would return for a second round of negotiations with his government, and with any other potential sellers who might appear. We thanked him for his time and his hospitality. We left his office for the airport, and took the next flight back to Washington.

It took only a couple of weeks for

an invitation to arrive for a second round of negotiations. Dr. Li's government made it clear that it was willing to deal on terms much more favorable than those previously suggested. On the second trip, after three sessions of detailed negotiations, we concluded an agreement satisfactory to both sides.

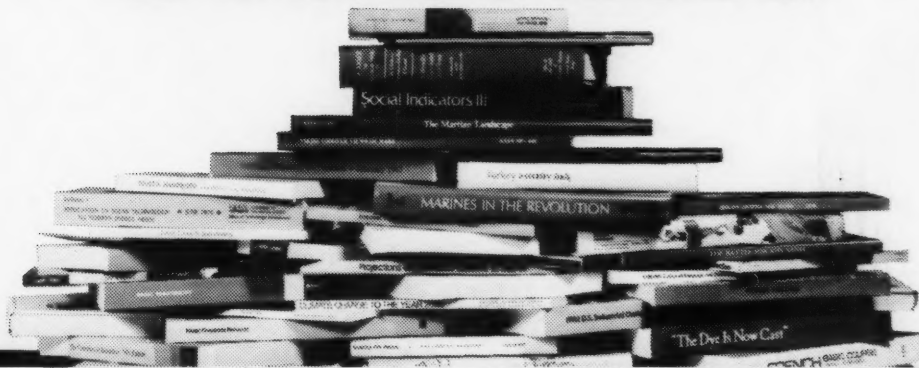
The techniques and ploys used by Dr. Li were of course superficial. They had nothing to do with the merits of the transaction, or with the actual values of the considerations proposed for exchange by the parties. In negotiation there's indeed no substitute for careful preparation of the fundamental merits of your position, and for careful technical and legal analysis. Nevertheless, the skills of human persuasion demonstrated by Dr. Li can be used to advantage by either side in a negotiation. ■

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## Retirement

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### R-Day plus one year

A report from Santa Monica, Calif.

BY DONALD R. TREMBLAY

I MUST ADMIT that on occasion during my 30 years of U.S. Government service the possibility of retirement had crossed my mind, and the nearer I approached the predestined day, the more excited I became. It seemed only natural.

And the day *did* come, and the parties were held, and the office receptions celebrated with the sad and fond farewells, the going-away gifts, the champagne toasts, etc. Everything had fallen into place, just as so many other retirements had for so many other retirees over the years, and undoubtedly will continue well into the future.

The euphoria of actual retirement, preceded by the momentous decision of informing my immediate supervisor that I really was leaving (with all of its implications, real or imagined), carried me through departure from the post several months later, and well onto my way to our destination, Santa Monica, Calif.

#### 'Being a tourist again'

And so went the script, from Toronto—my 12th Foreign Service post—to Santa Monica, by car through the American countryside, which we (my wife Lili and I) had never before seen nor learned to value. It was fun and adventuresome being a tourist again. Mackinac Island, Mich., was beautiful and quaint; Pierre, S.D., wasn't to be missed; Mount Rushmore had to be seen (even in the rain) to be appreciated; Yellowstone National Park and the Grand Tetons were awesome; and so on, through to Sun Valley, Id.; Salt Lake City, Ut.; Las Vegas, Nev.; and finally southern California, where both of us had lived.

Homecoming was to be our next encounter—an eventuality which we didn't quite fully understand how to approach. We had never done it before on such a permanent and definitive basis.

This return wasn't just another home leave, with a visit to parents on both sides of the family, a day trip to relatives, calls to friends and acquaintances. Coming back this time was for good—forever, with no going back, no bags ever to pack again, no return travel reservations to be made, no sad farewells and two-year absences. The implications of such a homecoming slowly developed over the next weeks and months.

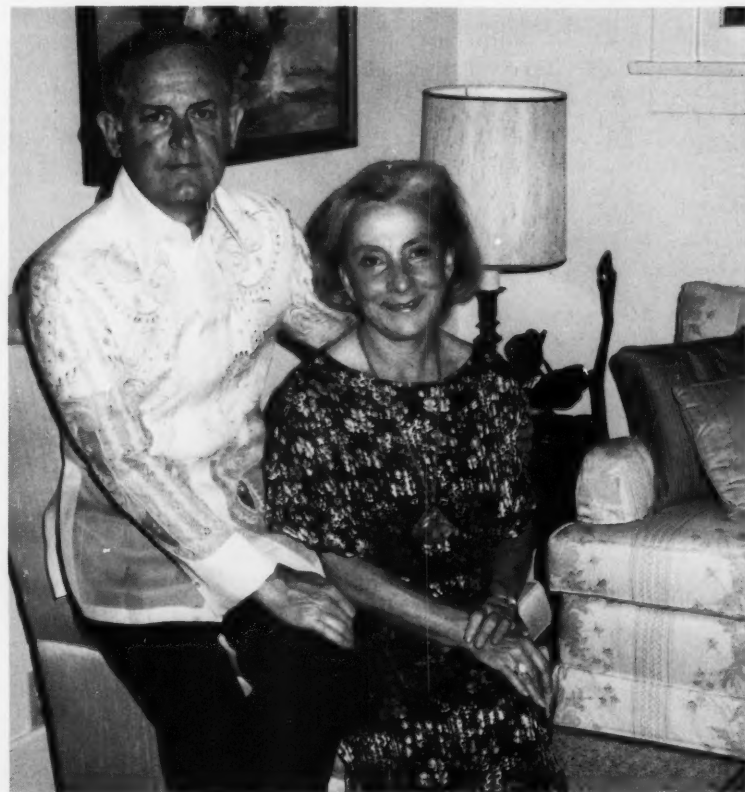
Yes, there had been changes, as we knew there would be. Christmas cards and messages once a year hadn't been enough to cement friendships into the lasting bonds we had expected; relatives were scattered and had their own

lives and routines; close family members had passed away (Dad just one month after our return, Mother the year before). Life would continue, of course, and we were determined to renew whatever friendships we could and build upon more recent ones within the community.

#### A home that's ours

Picking up again came rather slowly, although paradoxically we had to do things somewhat more rapidly if we were to meet such mundane deadlines as the expiration of storage of household effects. Fortunately, we had

Don and Lili Tremblay, at home in California.



planned ahead when, 14 years beforehand, we purchased a now-73-year-old house which we wanted to call our retirement home. We weren't disappointed in this decision, and after all these years of having rented the place out to others, we were finally able to think of it as our own.

Of all our challenges on permanent return to the United States, housing seemed to be the greatest. First and foremost, five of us were in temporary quarters and had to leave these as quickly as possible for many obvious reasons; i.e., we were imposing on relatives, the children had to return soon to school with a permanent address, and so many other personal decisions had to be taken into account for this transition. (The family includes John, 22, Peter, 20, and Marie, 16.)

Now, along with housing and its many ramifications, there was the most significant of all subjects, whether you're retired or not—*money*. Flush with the last full paychecks, travel advances and other accumulated goodies, it almost seemed as though the checkbook was an inexhaustible cornucopia. We soon discovered otherwise, however.

The house, our biggest expense, needed a complete going-over. After a series of not-too-meticulous tenants, the place had to be cleaned, repainted, redecorated and carpeted throughout. It was at this point that we learned just how large our "little" house had become. Not only did linoleum now cost more per square yard than the most outrageously expensive woolen broadloom of a few years before, but there were unexpected costs like a new roof, trees to be removed, leaks in old plumbing to be fixed, etc., plus all the nickel-and-dime hardware and paint to be bought. And after nearly 25 years of marriage, little of our furniture really fit into the redecorated house.

#### The shock of shopping

For anyone who hasn't gone furniture and appliance shopping over the past several years, a shock is at hand! Thousands of dollars and innumerable

comparative shopping hours later, the full impact settled in as the dollars flowed out in gushers. Now we remembered with nostalgia and longing the kindnesses and assistance of so many general service officers at overseas posts.

After two and one-half months of six-day weeks of painting, scraping and wall-papering—all of which I did with the youngsters (while my wife went shopping around for the big ticket items) we were ready for the move. For the first time in more than 10 years, all of our "treasures" were gathered together in one place—baby items and toys we hadn't seen since Marie was four years old (and which we knew we'd never need again); furniture which we'd had made to order in Bangkok in the late '60s; the remainder of my extensive color-slide collection (the portion which hadn't been stolen between moves at posts overseas); and a gaggle of useless junk that we fondly remembered as our household effects. Fortunately, we had a large garage, and much of the overflow was relegated to it.

We had survived the initial traumas of Foreign Service retirement. Although we realized that we could have gone on for several more years, the decision to retire had had to be made. The children were at U.S. schools on a permanent basis for the first time in their lives, and we wanted to be around them during the university years, when they began their own process of belonging to a community. Their transition was remarkable, considering that all three had been born into the Foreign Service, knowing little or nothing of American life as I had seen it in my own youth. There's really no "right" time for retirement, and this period was as appropriate as any other.

#### Less cocktails

The balmy shores where Santa Monica meets the Pacific Ocean seem a far cry from the hustle and bustle of some of my former posts—Manila, Barcelona, Bangkok and Mexico City—or the doldrums of others such as

Piedras Negras, San Pedro Sula and Medan. The cocktail parties and receptions are almost nonexistent now, the scenery perhaps less exotic. But here we appreciate the present, the small joys of vegetable and flower gardening. We contemplate the future, the children, our financial security and the need perhaps to find employment to supplement retirement and other income (neither one of which ever seems to be quite enough).

Life *does* go on after Foreign Service, and it can be beautiful with a little advance planning and effort later. I write those long-postponed letters to the editor; we do more with the family; we are active on local issues affecting us in a more immediate sense. Time, remarkably, is in short supply.

Most of these factors are true whether one retires as a consular officer, as I did, or from any other specialty. In any case, the satisfaction is within. ■



The "Zucchini King" of Santa Monica.

# Promotions

## Selection board member describes panel's deliberations

He reviewed the files of tenured FS-4 generalists

BY DONALD B. COFMAN

*The writer, a Foreign Service officer at USIA, is currently on detail to State as deputy public affairs adviser in the Bureau of Near Eastern and South Asian Affairs.*

**T**HE PHONE CALL from USIA's personnel office came in mid-spring: Would I be interested in serving on a State Department promotion panel? Yes, of course: Life's a learning experience, and I'd no doubt learn a lot about State. (Besides, I might discover something personally useful—something which might affect my own chances with USIA's promotion process.)



Mr. Cofman

I began service on Selection Board G-IV (tenured FS-4 generalists) on July 7; our "checkout" briefing with the director general of the Foreign Service took place on August 15. What did I learn during those six weeks?

It came as no surprise to have confirmed several negative suspicions of the promotion process, two in particular: that just as the best way to ensure living to an old age is to pick your parents carefully, the best path to promotion may be to find a rating officer who can write; and that there's simply no way to establish objective rating standards, then apply and interpret them objectively. All of us rated officers, raters, reviewers and promotion panel members alike—are human.

But humans can be humane; we normally try to be fair and usually succeed. We on Board G-IV certainly strove to do the right thing. We sweated over how to make objective distinctions using only subjective data, such as whether differences in wording

reflected distinctions in reality. That leads to the most important thing I found: The Foreign Service promotion system, to adapt what someone once said about democracy, is the worst of all possible systems—except for all the rest.

### Getting started

Our first day (Monday, July 7) was devoted to indoctrination. We reviewed the organization of the Department, the Foreign Service and a typical mission, went over the Department's personnel system (especially the four-cone system) and were told what goes into an "OPF," the all-important official performance file. There was also a tour and discussion of the Operations Center, for some unknown reason (unless it was an attempt to influence us positively regarding watch officers and editors). The day was pretty redundant for those of us from other foreign affairs agencies.

The next morning all members of all the boards met in the Benjamin Franklin Room on the seventh floor, to be sworn in, pose for a group photograph and hear pep talks from Deputy Secretary John C. Whitehead and director general George S. Vest. Then began two days of training, starting with a detailed review of the contents of an OPF and a "PAR" (personnel audit report) card. (The PAR is a computer-generated statement of one's experience—education, assignments, training, language scores, promotions, etc. The selection boards get an expurgated version, without such "extraneous" information as age, education and previous experience.)

After going over in general the precepts for the boards, we broke into individual panels. Ours included (besides me and the public member) four State FSOs, one from each cone. Political was represented by our chairman, George Moose, just returned from a tour as ambassador to Benin to join the

Office of Management Operations. The economic "representative" was Jim Larocco, who had been deputy director of Pakistan, Afghanistan and Bangladesh affairs and was heading into Chinese-language training; Sylvia Bazala, who would be returning to her job as a management analyst in the Bureau of Consular Affairs' executive office; and Mary Pendleton, who was leaving the Bureau of European and Canadian Affairs' executive office to become administrative officer in Bucharest.

Most importantly, we met Kathy Reck, staff adviser to our board. She wielded a velvet glove and an iron fist; she kept us to our schedule, guided us on precedents and practices, cajoled, stroked and cracked the whip.

### Criteria

We spent the rest of that day and all the next completing two exercises designed to train us to recognize the "decision criteria" for promotion. They're grouped into five categories: substantive knowledge, leadership, and managerial, intellectual and interpersonal skills. We were to review all State FS-4 generalist FSOs (consideration by cone begins with FS-3s), but not for promotion only. We were to make recommendations regarding low-ranking and selection-out, recommend meritorious service (step) increases, and commend and criticize rating and reviewing officers. We were also to offer such comments on assignment, training, counseling, etc., as we thought warranted. Finally, we were to prepare a memo to the director general with comments on State's personnel system in general and the promotion process in particular.

I viewed our task as more difficult than that of other boards. Since most of the generalists we were reviewing had fairly recently received tenure, most were by definition good officers. We thus were required to make fine distinc-

tions among fairly similar officers with fairly short records.

On the fourth day we finally began "real" work, which was organized in four phases—22 separate steps—which the Bureau of Personnel had established for all selection boards. We first did a "rough cut" to fit each officer into one of three categories: P for potentially promotable,<sup>1</sup> L for possible low-ranking<sup>2</sup> and M for those mid-ranked, the box into which fall most of us most of the time.

Working independently, we read a randomly selected group of 40 files each day, then compared notes. While only one non-M vote was enough to put an officer into the appropriate category, we would discuss each case which received only one or two P or L votes, after which votes could be changed.

Reflecting the subjective nature of both what was written in the files and those who were reading them, there were some officers who received both P and L votes. If discussion couldn't resolve those few cases, the plurality ruled.

#### First batch: 311

We started with files on 311 officers; that should have taken eight days, but on the seventh day . . . no, we didn't rest, we were given 31 more files of officers who had just received tenure. Then we were told that two of those had resigned (a man and woman from the same post; we never learned if there was more to that story), so we ended up with a total of 340 files. One result: my first pair of bifocals.

The selection boards' confidentiality rules prevent disclosing exactly how this first "rough cut" went. For the purposes of this article, let's assume (and

<sup>1</sup>The precepts read: "Boards should recommend for immediate advancement those members whose records indicate an ability to perform at a higher level now and who have displayed superior long-range potential."

<sup>2</sup>The precepts read: "All boards [with two exceptions] . . . will review the least competitive members . . . to determine which, if any, members should be designated low-ranked because of relative weakness in performance and/or potential."

the figures are close to reality) that, of the 340 officers we reviewed, 185 were ranked P, 25 L and that the rest (130) became mid-ranked from the start. As we went over each group of 40, we also looked at the Ms for supplementary statements: commendations and criticisms of rating and reviewing officers, nominations for step increases, and suggestions for counseling, training and assignments. (The Ps and Ls would be looked at again.)

At this stage we were told how many "promotion opportunities" management had available: let's say it was 160. Our next 10 days were spent preparing a rank-ordering of our 185 "promotables" and determining which of them would in fact be promoted. We might decide to nominate exactly 160 for promotion; we might agree that not all the opportunities available should be used and nominate less—but, as I've said, those we were reviewing were by-and-large good officers. If we picked more than 160, those falling below the cutoff line would become "bridesmaids": nominated but not reached for promotion, a fact which later panels could take into account.

#### '10-point-must'

The detailed review of Ps went this way: Each day we'd individually reread 20 files (again, randomly selected) and, after each two groups (40 files), assign numerical rankings: four 10s, four 9s, etc., down to four 1s. After we'd all voted, we held group conferences again. The procedure for all boards is to discuss each case where the range of numerical score votes is four or more; we routinely discussed at least half of each group, after which votes could be changed—provided other votes were revised to maintain the "10-point-must" system.

An individual could receive anywhere from 60 points (10 from each panel member) to 6 (1 per member); there were only a few such votes, which reflected panel-wide unanimity. We combined the 185 separate rankings by scores, which established the rank-order. We then counted down 160

names, to determine where the cutoff line for promotion opportunities would be, and were told to select another group of at least 16 (10% of the opportunities)—eight names above the line and eight below.

Again, detailed review of those files resulted in numerical rankings by each of us, which we discussed—haggled might be a better term, given the "go-no go" nature of this set of ratings—and adjusted. With a final rank-order in hand, we drew the two most important lines: following the 171st name, to denote those we thought should be nominated, and after the 160th name, to mark off those who would be "reached" for promotion. In other words, the last 11 became "bridesmaids": those from 172 on down to 185 joined the original group given Ms—mid-ranked.

#### Consolation prizes?

A word on meritorious service increases: You might think that the bridesmaids, whom we considered worthy of promotion, deserved step increases as consolation prizes. Not so. While the precepts say bridesmaid status may be taken into account, they also call for awarding an increase only "when the record reveals that a member has rendered especially meritorious service during the most recent rating period" [emphasis added]. It's thus possible that an overall record would justify nomination for promotion, even though the most recent year's performance didn't warrant a meritorious increase. Those of whom I speak will recognize themselves.

A digression on the quality of rating and reviewing statements: I've noted how a statement which converts the ratee from paper into flesh and blood is a significant factor in helping gain promotion. Yet literary quality without candor is self-defeating. Statements such as "Does Joe Blow deserve promotion? Does the bear walk in the woods?" or "He's so laid back he's almost horizontal" are cute, nothing more. And attributing to an officer superhuman qualities can only backfire.

Rated officers should be as concerned about eliciting accurate, complete statements from reviewing officers as from the raters. The instruction to the reviewer to "comment on relations between rater and employee" we found ignored too often, particularly in situations where it might have clarified what the rater intended or whether the rated officers themselves were being subverted or simply insubordinate. The *pro forma* disclaimer that "Jim [the rater] says Jack Jones is a good officer, and I believe him" portrays a reviewer who hasn't done his job—as reviewer or supervisor. Several reviewers (and even more raters) now have in their files critical statements about their performance of this important function.

Our detailed screening of those we'd initially rated L (potential low-rankings) followed a similar pattern, but shorter (two days), since we had far fewer in that category: 25. Again, we read those files individually, then did a "10-point-must" ranking of them as one group and broke numerical ties so that we had an absolute ranking of the bottom 25 officers. We then drew a line below the last person (I can't say where) whose performance didn't, in our judgment, meet the precepts' definition of exhibiting "relative weakness in performance and/or potential." All those above that line were considered mid-ranked.

#### Selection-out

Then came the intellectually and emotionally most difficult duty of a promotion panel member: selecting those low-ranked whose records indicated they should be referred to the Performance Standards Board for consideration for selection-out for, as the precepts say, "failing to maintain the standards of performance for their class."

Rather than a relative judgment, as for low-ranking, this was to be an *absolute* determination that an officer simply wasn't hacking it. Not that he or she couldn't meet the standards, or wouldn't in the future, or that there weren't extenuating circumstances—those were determinations for the

standards board to make. We saw ourselves, in legal terms, not as a judge and jury: We were to establish only a *prima facie* case, leaving it to the standards board to decide whether the case was justified. And even a standards board decision that an officer should be selected out would not necessarily be final, we knew; administrative appeals and even court cases are possible.

To do this, we first made our own, individual decisions about which of the low-ranked officers warranted referral to a standards board, then compared notes. While only a majority was needed, we found general unanimity. Nonetheless, recognizing the potentially career-ending significance of our findings, we discussed each case in depth, often with one of us playing "devil's advocate," to ensure as fair and proper a decision as possible.

Then it came time to write all the many statements required by the decisions we had made. In the process, an interesting and important thing happened which to my mind proved the essential fairness of the selection board system.

#### "We couldn't justify"

As we drafted, we discovered that some of our decisions were wrong, because we couldn't justify them. For example, referral to a standards board calls for a multipage review of the officer's career, "a balanced presentation [quoting the precepts] of the member's strengths and weaknesses, citing specific examples and as appropriate, quoting from the performance record." We found in one case that our consensus that an officer deserved referral couldn't be documented. Therefore, our consensus was impressionistic and wrong. We also agreed that a few nominations for meritorious increases, a couple of low-rankings and several comments on rating and reviewing officers couldn't be reduced to paper and consequently weren't well-grounded.

Our last drafting exercise was a memorandum for the director general of comments and recommendations

about State's personnel system, particularly the promotion process. Each of us submitted suggested language, which our chairman drew together. Topics ranged from the sublime (expressions of misgivings about the availability and usefulness of counseling for FSOs where interpersonal problems seemed to underlie professional difficulties) to the mundane (the need for more WANGs and better air-conditioning in the panels' meeting rooms).

Our full report went to director general Vest on August 13. We met with him and his deputy, Herman J. Cohen, two days later. Both had read our full submission and were concerned by our comments on counseling in the general memo. Each wanted to know more.

#### Encore?

We also noted a consensus that, while each of us was honored to have been selected to serve on a selection board, we might not volunteer to repeat; yet, if asked, it would be a responsibility difficult to turn down. I doubt any one of us, anyone who might serve on a panel, would consider himself or herself not to be better for the experience. I for one learned much: I found it an opportunity to flesh out from an unusual perspective knowledge of State Department "familial" relationships (as opposed to its formal, bureaucratic structure) in the formation and execution of U.S. foreign policy.

And I hope this article contributes to knowledge of how the selection boards work, so that they—and State's personnel system as a whole—might work better. ■

#### How to pay for college with U.S. bonds

Under the Internal Revenue Code, up to \$1,000 in unearned income may be accumulated without a tax liability. Assuming that they have no other unearned income, each of your children could own bonds earning up to \$1,000 interest per year without taxation. Or when cashing bonds for college expenses, no tax is due if the child's income and interest on bonds cashed each year are less than the exemption. No matter how you figure it, U.S. savings bonds make saving for college more than just an educated guess. □

## Life in the Civil Service

### On being a tracer of long-missing persons

*It's the lot of a librarian*

BY STEPHANIE ELLQUIST-BIANCHI

CONSIDER, for a moment, that you are working in the Department Library. Imagine then the difficulty of trying to find a photograph of a consular officer who has been dead for 50 years—a man of achievement within the diplomatic service but little known outside it. The challenge of finding not just one such photograph—but 14 of them—fell to me when the U.S. consulate in Shenyang (formerly Mukden), China, reopened. The staff there asked the Library to find photographs of each of the principal officers who had served in Shenyang. The consulate had opened in 1904 and closed in 1949; it wanted the photographs for a permanent display. Then, no sooner did I complete this task, than the Shanghai consulate asked me to do the same. This one had opened in 1847 and had had 26 consuls general before closing in 1950.

The first thing I discovered as I started my search, hunting for any biographical scrap that could turn into a lead on where a photo might be, was that intriguing bits of history have a way of cropping up. For example, people weren't necessarily more honest in listing their qualifications 50 years ago than they are today. I found that one consul from Mukden claimed in "Who's Who in America," to have an advanced degree from an Ivy League university, but the university has no record that he so much as audited a single course there.

There's a particularly interesting bit of history attached to John N. Myers (Shanghai 1876-77). He resigned as state senator for Nebraska to accept an appointment as consul general to Shanghai. There he seems to have run afoul of his immediate predecessor, George Seward (nephew of William Seward, Lincoln's Secretary of State, and cousin to Frederic Seward, an assistant secretary of state), who had been posted as minister to Peking. It

seems that a preacher in Shanghai had said some uncomplimentary things about Mr. Seward in a Sunday sermon, which subsequently inspired an editorial in a local paper about Mr. Seward's having released an infamous pirate named Benjamin Pease "without examination."



George Seward (from the "National Cyclopaedia of American Biography," Volume 7)

#### 'Libel'

Mr. Seward evidently believed that the ultimate source had been Mr. Myers, whom he accused of having libeled him. So Mr. Seward used his influence in Washington to get Mr. Myers dismissed as consul general. Mr. Myers wrote a protest, a copy of which I found in the Department Library, attesting to his innocence and detailing a long list of particulars in which he claimed Mr. Seward's actions and those of his subordinates in Shanghai had been, at worst, downright illegal and unethical or, at best, incompetent.

Mr. Myers said that Mr. Seward's misdeeds included missing or forged records, embezzled funds, owning and operating several brothels in Shanghai, and generally using his position to quite spectacularly increase his own personal fortune. I was later told by a historian

at George Washington University that some years later Mr. Seward's activities in China were investigated by two former generals. Mr. Seward quietly resigned, but Mr. Myers and other consular officers, whose careers Mr. Seward had ruined, were never reinstated.



Thomas Sammons

Another interesting case for me turned out to be that of Thomas Sammons (Shanghai 1913). Although we had good biographical information about him and although his family was prominent, there didn't seem to be a picture of him in the public record. Everywhere I turned, I struck out. Even my call to the Albany Law School Library, to see whether his picture had appeared in a yearbook, was fruitless. He had graduated three years before they published their first yearbook.

But I finally connected. From the biographical information on him, I found that his son, Wheeler, had been owner and editor of Marquis' "Who's Who in America." A call to the Marquis organization uncovered an old hand who remembered that Wheeler Sammons's daughter, Elizabeth Connor,



Stephanie Ellquist-Bianchi in the Department Library. (Photo by Ann Thomas)

had died a few years ago in Minocqua, Wisc. Directory assistance in Minocqua turned up a Connor who happened to be the great-grandson of Thomas Sammons. He not only had pictures of Thomas Sammons, but also had the diplomat's diaries from part of the time he was in the Orient. These diaries were of particular interest to State's Office of the Historian, which is currently doing histories of Shanghai and other prominent posts.

Occasionally, it isn't clear whether you've got a picture of the person you want or a picture of another person with the same name. Typically, most photo archives simply put the pictures in a folder. Written on the back of the photo will be whatever was there when the picture was acquired—most often only a name, sometimes a date or title. Fortunately, many diplomats in the past have had distinctive names, but this wasn't always the case.

#### Which Fred Fisher?

The Library of Congress, for example, has a file with several photos of a Fred Fisher—but is this the same Fred Fisher who was consul at Shenyang from 1909 to 1923? The photos are from the correct time period, and were taken in Baltimore in a year when Mr. Fisher was stationed in Washington; so he could conceivably have gone to a studio in Baltimore. But

a search in the New York Times turned up another Fred Fisher, a prominent musician, alive at the same time, and an obituary photo revealed this to be the Fred Fisher whose photos are at the Library of Congress.

I was finally able to locate a snapshot of consul Fred Fisher at the Oregon Historical Society that, according to information on the back of the snapshot, was taken during a later tour of duty in France. (Note: If you ever find yourself donating old photos to a library or an archive, *please* be kind to future researchers and write all pertinent information on the back of the photos.)

Using any scrap of biographical data available, I called or wrote to state and local historical societies for both the state of the person's birth, if known, and the state from which he was appointed. I also talked with librarians and photo archivists in state libraries, state university libraries, the libraries of the person's alma mater (if he had one), public libraries, and a host of other institutions. I found that sometimes small-town newspapers have archives they will check, although city newspapers rarely extend this courtesy. Often, someone at one of these places will know of an amateur local historian, or of a relative of the consul who might have photos. These people were usually very agreeable and more than willing to help a librarian from the Department of State on her 37th call.

#### Fingers do the sleuthing

In the case of Albert Pontius, appointed from Minnesota to Shenyang in 1919, I was reduced to contacting all the Pontiuses in the St. Paul and Minneapolis phone books, to ask if they were by any chance relatives of Albert Pontius. Eventually, I found an elderly second cousin of Mr. Pontius who contacted other members of his family and was able to send me a beautiful color portrait.

The greatest trick is to inspire someone to go the extra mile for you, because so many places are so badly understaffed that they cannot do so routinely. But, with luck, some librarian or archivist will take enough interest to page through a thick, unindexed, dusty volume to find the one picture that exists in the entire public record, as did a Nebraska librarian who found the tiny picture of John N. Myers for me.

It took several months, but I finally located pictures of each of the 14 former consuls general of Shenyang. Shanghai proved more difficult; and 3 of the 26 have proven elusive. Would any STATE reader happen to have a picture of William L.G. Smith, Buffalo, N.Y., lawyer and consul to Shanghai 1858–1861; or of Robert Creighton Murphy of Columbus, O., consul 1853–1858; or of David Haworth Bailey of Cincinnati, O., and Leavenworth, Kan., lawyer and journalist, and consul 1879–1880? ■



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## Ask Dr. Dustin



**I** THINK it would be worthwhile to use this column to discuss the medical aspects of the separation/retirement process, due to the somewhat more than customary interest in retirement issues at this time. Dr. Frank V. Keary, who is one of the examining physicians on my staff, is also the assistant medical director for domestic programs. Disability retirement evaluations and recommendations are handled by his office. He has provided much of the information for this article.

All employees and eligible dependents who have ever accompanied an employee abroad, and who have been entitled to participate in the Foreign Service Medical and Health program, must complete a separation physical examination. The exam should be completed at least 30 days prior to separation if the individual is in the United States, or 60 to 90 days before separation if overseas. These details are outlined and augmented in the Foreign Affairs Manual (3 FAM 684.2c). This examination is important since it becomes a major element in any future claims against the U.S. Government related to the individual's service.

In essence, the terms separation physical examination and retirement physical examination are synonymous, except that it must be understood that *only employees of State, AID, USIA, the Foreign Agricultural Service, the Foreign Commercial Service and the Peace Corps* are eligible to apply for disability retirement. These employees fall under the Title 22 appointment authority of the Foreign Service Act of 1980.

People on my staff are frequently asked what should be done if an individual is retiring at a post without the facilities to complete a thorough physical examination. Our response is that the individual may obtain the examination form from the personnel office at post, and fill out the personal identification section of the forms and as much of the personal history portion as indicated. This activity should be noted by the personnel officer as indicative of the retiree's full intent to comply with

the regulations. Retirement/separation processing may then proceed. Completion of the examination may await return to the United States, to our examination clinic or at competent private medical facilities elsewhere in the United States or abroad. The exam should be completed as soon as possible, certainly within 90 days of the actual separation date. Note that travel to and per diem in Washington or any other location isn't allowable for the sole purpose of obtaining physical examinations. In any case, it's in the examinee's interest to be sure that the exam is complete, well-recorded and sent via reliable means to the Office of Medical Services.

Under congressionally-mandated regulations (3 FAM 672), medical disability retirement is awarded to an officer who becomes totally disabled for useful and efficient service while serving in the Foreign Service (in the United States or abroad). There's no provision for partial disability. Some compensation for a partial disability may be granted under special circumstances (such as late-occurring complications of a tropical disease) by the Department of Labor's Office of Workers' Compensation, but this isn't a part of the medical disability retirement system of the Foreign Service.

Usually, a medical disability request is made at the time of retirement, but there's a provision for applying up to one year after a regular retirement. This could help an employee who was psychologically unable or unwilling to make application at the time of retirement. *However, the qualifying disability must have been present at the time of separation.*

To establish total disability, the employee should submit or have submitted the necessary information for eligibility determination. This includes his or her own statement, medical records and the superior officer's statement. Forms for this purpose are available in the Retirement Division, where the process customarily begins. The most critical information will be the medical documentation from the exam-

ining physician, consultants and hospital records. The Retirement Division gathers these documents and submits them to my office. If the case is clear-cut, a firm opinion can be made by a single physician. This opinion is submitted to me, and I may concur or overrule the recommendation. I then forward the recommendation to the director general of the Foreign Service for a final decision. That decision is forwarded to the individual.

If the decision is unfavorable, the requestor has the right to appeal. When this occurs, three separate physicians must conduct a review of the case. One physician can be named by the individual. A majority opinion is rendered and forwarded through the same channel, and again a final decision by the director general is made and forwarded to the individual.

Certain post-separation medical benefits are also available under the provisions of 3 FAM 688. Space doesn't permit discussion of them in this issue, but questions regarding them will be answered in future columns, as will questions regarding the information presented here. □

### Alcohol Awareness Program

#### **'Drunk the night before'— at the boss' residence**

BY A FOREIGN SERVICE OFFICER

Entering the office of the deputy chief of mission that morning seemed like the worst moment of my life. Drunk at his residence the night before, I felt humiliated; I was afraid he would confront me about my drinking. I was right. He did.

I had been having problems with alcohol for some time before this incident. Things were getting out of control. I seemed to be drinking every day and getting drunk once or twice a week. Blackouts (inability to remember what happened last night) were becoming common. I could no longer sleep through the night, waking at 3 a.m. and needing a drink to get back to sleep. Hangovers sometimes were so severe I needed a morning drink to go

to work on. I stayed dry at the embassy, suffering through receptions on a single drink and hiding my problem until I could get home to drink alone. My wife, terrified by what was happening to us, urged me to do something. I would always try, resolving sincerely to control my drinking, but somehow my actions couldn't match my intentions, no matter how sincere. I couldn't believe that drinking was the basic problem—there had to be something else. After all, I would tell myself, I was an FSO receiving good performance ratings, and was just too successful to be an alcoholic.

Closing the door to his office, the DCM talked to me—with compassion—about my drinking problem, and suggested I agree to treatment. Unable to sense his compassion, I felt only fear. Marked as I was now as an alcoholic, my career would be destroyed. But if I refused help, they might fire me on the spot. I blurted out that I would agree, and a few days later I entered a residential treatment facility.

What ensued can't be described; it has to be experienced. It wasn't pleasant, but it may well have saved my life. I was confronted with the reality of my life, learned about the nature of my disease, and was able to admit to my alcoholism, that I am powerless over alcohol and that my life had become unmanageable. I gained a beginning experience in sobriety and began to take the first steps that enable me to live my life comfortably sober. Since leaving treatment, the continuum which started there continues in Alcoholics Anonymous. In AA I've met priests, engineers, judges, businessmen and even diplomats. With their help, I've been able to accept my disease. I know it's O.K. to be an alcoholic. Since AA has worked for them, and I seem to be just like them, I have become willing to try doing things their way.

In my so doing, my life has begun to change. I've come to realize that I was never successful as a drinker. I was successful at my job; my personal life was a shambles. Now I'm beginning to feel good about myself and am

confident in my sobriety. Not drinking has ceased being a struggle and has become part of a daily living pattern that makes me comfortable. I have representational duties in my work, and handle these remaining sober, without problems. I've discovered my alcoholism isn't in a bottle; it's in me. My fear of the DCM and all the others who led me into treatment was misplaced. They had believed in me all along. The only one who hadn't believed in me was I.

I haven't yet uncovered any great talent for economic diplomacy that had been masked by alcohol. I'm getting the same good evaluations I'd been getting before. But now it takes only 8 hours of work a day instead of 12. I've discovered time for myself and my family, and my life is filled with the love of my wife and little boy. We do things as a family, and I've rediscovered the joy of sailing, picnics and a day at the beach. I have found friends, am active in AA and enjoy it. I've caught up with my reading and am active in the Foreign Affairs Council and the World Trade Association. I'm doing all those things I always wanted to do but never had the time for. AA has put me on a path of personal and spiritual growth that enables me to look forward to an exciting, purposeful and productive future.

If you're anything like me and are too successful to be an alcoholic, give yourself a break. Stop working on the problem and try working on the solution. Alcoholism is an attitudinal disease, and AA is an acronym for altered attitudes.

*If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, 647-1843 or 647-8804. Regulations require that all contacts with the program be handled on the basis of medical confidentiality. □*

### Plain talk about handling stress

BY DR. LOUIS E. KOPOLW

You need stress in your life! Does that surprise you? Perhaps so, but it is

quite true. Without stress, life would be dull and unexciting. Stress adds flavor, challenge and opportunity to life. Too much stress, however, can seriously affect your physical and mental well-being. A major challenge in this stress-filled world of today is to make the stress in your life work for you instead of against you.

Stress is with us all of the time. It comes from mental or emotional activity and physical activity. It is unique and personal to each of us. So personal, in fact, that what may be relaxing to one person may be stressful to another. For example, if you're a busy executive who likes to keep busy all the time, "taking it easy" at the beach on a beautiful day may feel extremely frustrating, nonproductive and upsetting. You may be emotionally distressed from "doing nothing." Too much emotional stress can cause physical illnesses such as high blood pressure, ulcers or even heart disease; physical stress from work or exercise is not likely to cause such ailments. The truth is that physical exercise can help you to relax and to handle your mental or emotional stress.

Hans Selye, M.D., a recognized expert in the field, has defined stress as a "non-specific response of the body to demand." The important issue is learning how our bodies respond to these demands. When stress becomes prolonged or particularly frustrating, it can become harmful—causing *distress* or "bad stress."

Recognizing the early signs of distress and then doing something about them can make an important difference in the quality of your life and may actually influence your survival.

### Reacting to stress

To use stress in a positive way and prevent it from becoming distress, you should become aware of your own reactions to stressful events. The body responds to stress by going through three stages: (a) alarm, (b) resistance, (c) exhaustion.

Let's take the example of a typical commuter in rush-hour traffic. If a car

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suddenly pulls out in front of him, his initial alarm reaction may include fear of an accident, anger at the driver who committed the action and general frustration. His body may respond in the alarm stage by releasing hormones into the blood stream which cause his face to flush, perspiration to form, his stomach to have a sinking feeling and his arms and legs to tighten. The next stage is resistance, in which the body repairs damage caused by the stress. If the stress of driving continues, however, his body will not have time to make repairs. He may become so conditioned to expect potential problems when he drives that he tightens up at the beginning of each commuting day. Eventually, he may even develop one of the diseases of stress, such as migraine headaches, high blood pressure, backaches or insomnia. While it is impossible to live completely free of stress and distress, it is possible to prevent some distress as well as minimize its impact when it can't be avoided.

#### **Helping yourself**

When stress does occur, it is important to recognize and deal with it. Here are some suggestions for ways to handle stress. As you begin to understand more about how stress affects you as an individual, you will come up with your own ideas of helping to ease the tensions.

*Try physical activity.* When you are nervous, angry or upset, release the pressures through exercise or physical activity. Running, walking, playing tennis or working in your garden are just some of the activities you might try. Physical activity will relieve that "up tight" feeling, relax you and turn frowns into smiles. Remember, your body and your mind work together.

*Share your stress:* It helps to talk to someone about your concerns and worries. Perhaps a friend, family member, teacher or counselor can help you see your problem in a different light. If you feel your problem is serious, you might seek professional help from a psychologist, psychiatrist or social worker. Knowing when to ask for help

may avoid more serious problems later.

*Know your limits:* If a problem is beyond your control and cannot be changed at the moment, don't fight the situation. Learn to accept what is—for now—until such time that you can change it.

*Take care of yourself:* You are special. Get enough rest and eat well. If you are irritable and tense from lack of sleep or if you are not eating correctly, you will have less ability to deal with a stressful situation. If stress repeatedly keeps you from sleeping, you should ask your doctors for help.

*Make time for fun:* Schedule time for both work and recreation. Play can be just as important to your well-being as work; you need a break from your daily routine to just relax and have fun.

*Be a participant:* One way to keep from getting bored, sad or lonely is to go where it's all happening. Sitting alone can make you feel frustrated. Instead of feeling sorry for yourself, get involved and become a participant. Offer your services in the neighborhood or volunteer organizations. Help yourself by helping other people. Get involved in the world and people around you and you'll find they will be attracted to you. You're on your way to making new friends and enjoying new activities.

*Check off your tasks:* Trying to take care of everything at once can be overwhelming, and as a result you may not accomplish anything. Instead, make a list of tasks you have to do, then do them one at a time, checking them off as they're completed. Give priority to the most important ones and do those first.

*Must you always be right?:* Do other people upset you, particularly when they don't do things your way? Try cooperation instead of confrontation; it's better than fighting and always being "right." A little give and take on both sides will reduce the strain and make you both feel more comfortable.

*It's O.K. to cry:* A good cry can be a healthy way to bring relief to your anxiety, and it might even prevent a

headache or other physical consequence. Take some deep breaths; they also release tension.

*Create a quiet scene:* You can't always run away, but you can "dream the impossible dream." A quiet country scene painted mentally, or even on canvas can take you out of the turmoil of a stressful situation. Change the scene by reading a good book or playing beautiful music to create a sense of peace and tranquillity.

*Avoid self-medication:* Although you can use drugs to relieve stress temporarily, drugs do not remove the conditions that caused the stress in the first place. Drugs, in fact, can be habit-forming and create more stress than they take away. They should be taken only on the advice of your doctor.

#### **The art of relaxation**

The best strategy for avoiding stress is to learn how to relax. Unfortunately, many people try to relax at the same pace they lead the rest of their lives. For a while, tune out your worries about time, productivity and "doing right." You will find satisfaction in just *being*, without striving. Find activities that give you pleasure and that are good for your mental and physical well-being. Forget about always winning. Focus on relaxation, enjoyment and health. *Be good to yourself!*

(From the U.S. Department of Health and Human Services, via the Foreign Service Journal) ■

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## Families at State

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### Wife of budget officer gets heart and lung transplants

12-year-old boy was the donor

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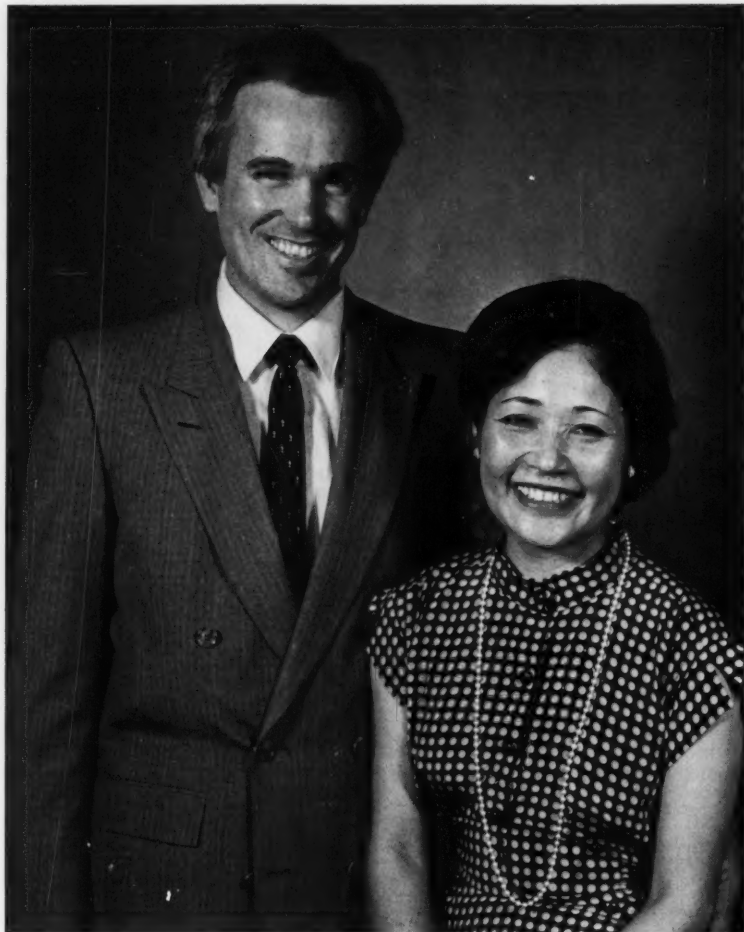
**I**N BALTIMORE, a 12-year-old boy died of an accidental gunshot wound on May 21. That same day, Johns Hopkins University Hospital began searching for a compatible heart and lung donor to save the life of Namika Snow, the 39-year-old Japanese wife of Robert Snow, a budget officer in the Bureau of Administration's Executive Office. And the next day, the boy's heart and lungs were successfully transplanted to Ms. Snow's body, ending nearly eight years of illness for her and beginning a new life for the Snows.

Ms. Snow, who had been working at the Japanese embassy in Washington, showed no signs of illness when she married Mr. Snow in 1977. "But by 1978, I knew something was wrong," he told STATE. "We were always very athletic, but she started to feel winded when she was coming up the stairs. One day she collapsed on the tennis court. The thing that threw us off was that the first doctor we saw had said she probably needed *more* exercise.

"Then in July 1980, we were planning a trip to visit my parents in Colorado. I was worried about the effect that the high altitude might have on her, so we went to a cardiologist. He diagnosed her disease as primary pulmonary hypertension. I called him for an explanation, and I was floored when he said there was nothing that could be done."

Primary pulmonary hypertension is a rare disease that impedes the vascular flow through the lungs, and makes the heart overwork and stretch itself. The cause is unknown; there was no treatment when Ms. Snow was diagnosed. But the following March, Stanford University Hospital performed a successful heart/lung transplant on a 42-year-old woman with the same disease.

"We followed that case in the newspapers and saw a lot of hope," said Mr. Snow. "Then in 1983, we



Robert and Namika Snow. (Photo by Robert E. Kaiser)

heard that the transplant team from Stanford had come to Johns Hopkins. In 1984 my wife had to quit working because of her health and, in 1985, we went to Johns Hopkins. But the doctors thought that her condition wasn't bad enough for the operation. They don't take patients unless they're within six months of death. And her other health factors were good, so they said it wasn't time yet."

#### Critical stage reached

But last April, Ms. Snow went into a period of rapid deterioration and was hospitalized for two weeks. Her cardiologist recommended that she contact Johns Hopkins again as soon as possible.

"We went to Johns Hopkins the first week of May, and all the transplant team members agreed that now was the time for the operation," said

Mr. Snow. Namika gave her consent on May 20 and, on the 21st at 3 p.m., they called and said that her name and physical characteristics had been entered into a computer that would match her with a donor. They said we should expect to wait as long as 18 months for a donor. But we got a call at 9:30 that same evening. A 12-year-old boy with her blood type had died that same day, and they kept him on a resuscitator and transferred him to Johns Hopkins that evening. Even though we didn't hear from the hospital until that evening, the match was actually made just one-half hour after my wife's name was entered into the computer."

The Snows went to the hospital that same day and the operation took place the next day. But about a week later, Mr. Snow received a call at work from the hospital. He said: "Namika had developed fluid in the lungs and had gone into respiratory distress, so they put her on a respirator. But she continued to get worse. By the time I got to the hospital, she was in the operating room. That was the most critical night of all. We didn't know if she'd make it. She was breathing completely by respirator. Her mother and sister and I slept in the waiting room. But by morning she was much better."

#### Back on the bike

Ms. Snow came home on June 27. A viral infection sent her back to the hospital for 10 days in July, but she was home again on July 17. "Already she's able to do some athletic things again," said Mr. Snow. "We went out on bikes last weekend and she did very well and enjoyed it. She exercises twice a day on a stationary bike, and we plan to go skiing this winter. And she can fly right up the steps now."

Mr. Snow feels a great relief both at home and in the office. "Before the operation, I didn't have peace of mind in the office. I was always worried about her. But the people here knew she was sick and were supportive, generous and reassuring. They offered to transport me and my family to the hospital, and called me there several times.

And my supervisor, Pauline Taminini, called Consular Affairs to help expedite a passport and visa for my sister-in-law, who wanted to come from Japan when she heard about the operation."

Ms. Snow is the first Japanese person to receive a heart/lung transplant, and the first Japanese woman to receive a heart transplant. The Snows have contacted the Japanese press to tell of their experience and to encourage the Japanese to become involved with saving people's lives through heart/lung transplants. The Tokyo Broadcasting System is planning an hour-long program on heart/lung transplants featuring Ms. Snow. ■

### Fish poisoning: A potential problem

(From the Foreign Service Medical Bulletin)

Ciguatera is a form of poisoning caused by eating fish such as red snapper, grouper, barracuda, amberjack, surgeonfish, sea bass and a wide variety of other tropical reef fish. Ciguatera is derived from the single-celled marine plant, *Gambierdickus toxicus*. The toxin is ingested by herbivorous fish, which are in turn ingested by larger carnivorous fish in whose organs and flesh the toxin is concentrated. Larger-sized fish (such as would be served in restaurants) contain higher concentrations of ciguatoxin than smaller fish.

The presence of the toxin in fish is unpredictable and episodic, but it often follows storms, earthquakes and other natural or man-made disturbances of the coral reef system. In the Caribbean, ciguatera fish poisoning has been reported recently in the residents of the visitors to the U.S. Virgin Islands, the U.K. Virgin Islands, Puerto Rico, the Bahamas and Nevis. However, the potential for ciguatera poisoning exists in all subtropical insular areas of the West Indies, and the Pacific and Indian Oceans where the implicated fish species are consumed.

Ciguatera poisoning may produce gastrointestinal and neurologic symptoms, shock and, infrequently, death. Among the more common symptoms are diarrhea, vomiting, abdominal

cramps, sweating, chills, prostration, muscle and joint pain, paralysis, reversal of hot and cold sensation, tingling or numbness of the mouth, dizziness, and blurred vision or temporary blindness. In more severe cases, cardiovascular collapse or respiratory failure may occur. Neurologic symptoms may persist for weeks or months.

There is no practical way for consumers to identify affected fish since the appearance, smell and taste are unchanged (although a slight metallic taste may occasionally be noticed). Since the toxin is heat-stable, cooking does not make the fish safe to eat. The only effective preventive measure is to abstain from eating red snapper, grouper, barracuda, amberjack, surgeonfish, sea bass and other tropical reef fish. Because the nature of the symptoms may produce diagnostic confusion, it is important for travelers who may have eaten the implicated fish and who develop symptoms compatible with ciguatera fish poisoning to remember to inform their physicians of the exposure to tropical reef fish. The treatment is symptomatic.

Foreign Service Physicians and Nurse Practitioners whose clientele may be exposed to this toxin should be aware of the symptomatology.

(The foregoing was prepared by the U.S. Center for Disease Control in Atlanta.) □

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## Grievance Actions

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### Retaliation claim is dismissed

(G-015(5))—The grievant, a career candidate with the agency for several years, declined an assignment to post on the grounds that his several years' experience qualified him for a more responsible position; that the proposed assignment was suitable only for untenured career candidates; and that, as such, it would make it unlikely for him to achieve tenure.

The grievant subsequently submitted his resignation from the Foreign Service, giving as his reasons the agency's denial of an earlier board recommendation for tenure, and agency insistence on placing him in a two-year assignment to a post suitable only for untenured career candidates. At the same time, he filed a grievance with the agency, charging constructive discharge. In a later submission offered as a supplement to the grievance, he charged that the agency had denied him permission to withdraw his resignation, and that the handling of that resignation was such that it constituted retaliation for his having pursued grievance proceedings earlier.

The agency denied the constructive discharge allegation. It also contended that the charge of retaliation was not a supplement to this grievance, but a separate issue raised after the grievant's resignation properly took effect. The agency said that the board lacked jurisdiction since the grievant was no longer a member of the Foreign Service when he raised that claim, and it was not grievable under the pertinent regulations.

The board found that the claim of reprisal was first raised after the effective date of the grievant's resignation, when he was no longer a member of the Foreign Service and therefore not entitled to file a grievance on the issue of reprisal. As a result, the board held there were no cognizable issues before it, and the grievance was denied. □

### Special annuity: only if you're forced to retire

(G-038(5))—In the last year of his

time-in-class as a Senior Foreign Service officer, the grievant was granted a three-year limited career extension. On the grounds that it takes two to make a contract, he proposed to decline the extension and to apply for retirement with an immediate annuity. As he was under 50, he would not normally have qualified for such an annuity. He claimed, however, that the Foreign Service Act of 1980 specifically provided for an immediate annuity without regard for the age of officers separated for time-in-class expiration. That would be his situation, he argued, after he declined the extension.

His agency denied his grievance, stating that his time-in-class had not expired but rather had been extended for an additional three years by the agency's granting of limited career extension. It claimed that he could not qualify for the special immediate annuity provision applicable only to persons being retired involuntarily. Having been granted the limited career extension, the agency said he could not decline it and then claim that he was being forced to retire. If he wanted to leave the Service prior to reaching 50, the only choice open was for him to resign, thereby qualifying for a deferred annuity commencing at 68.

The board agreed with the agency and denied the grievant's claim. It ruled that both the letter and the spirit of the 1980 act showed a clear intent by the drafters that the special immediate annuity was meant to ameliorate a hardship imposed on those forced to re-

tire before age 50, and not to provide a special benefit for those not forced to retire but who wanted an immediate annuity. □

### Interpersonal skills: really important

(G-061(5))—The grievant, who was separated from the Foreign Service for lack of tenure, claimed that several falsely prejudicial efficiency report comments, together with certain procedural errors, were the cause of his not receiving tenure. He asked that the claimed errors be corrected and that he receive a new appointment, to permit his performance to be reviewed by two additional tenure boards.

The most damaging comments in several reports had to do with the grievant's relative lack of skill in interpersonal relations. He challenged both their accuracy and the seeming fact that they had been given too much weight by the tenuring boards which passed him over, especially when contrasted with his admittedly very superior performance in all of the functional tasks he had performed.

The board found that most of the comments were not falsely prejudicial, and were adequately documented. The board agreed that the tenure boards in all likelihood gave great weight to the critical comments about the grievant's lack of interpersonal skills, as they should have under their mandate to give paramount consideration to a candidate's potential for serving successfully across the normal span of a Foreign Service career. It noted that the weaknesses commented on found a continuing pattern in a variety of work settings over several years, involving three different sets of raters and reviewers.

The several alleged procedural errors that were grieved—no counseling statements from the tenure boards, lack of language training, assignment to untenured officer level position—while having some merit in the board's view, were not substantial factors in his not having been granted tenure. The grievance was denied. □

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*The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and USA. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE editorial staff.*

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## Medical cost grievance fails; it was tardy

(G-091(5))—During the grievant's assignment at post, his dependent was returned on medical evacuation to Washington, and was granted a conditional medical clearance to return to post with the apparent understanding that the dependent would receive continued medical therapy. The grievant's medical insurance carrier paid part of the costs of the treatment. The grievant requested reimbursement from his agency for the remainder. The request was denied on the grounds that the treatment had not involved hospitalization and, therefore, was not reimbursable under the provisions of the governing regulations: 3 FAM 685.1c. When the grievant contested this decision in a grievance, his agency said the grievance was barred from consideration because it had not been filed within the required three years. The grievant then appealed to the board.

The Foreign Service Act provides an exception to the three-year limit for filing a grievance only when a grievant is unaware of the grounds for the grievance and could not have discovered such grounds through reasonable diligence. The board concluded the grievant's contention that he was unaware of the three-year exclusionary rule was an inadequate basis for setting aside the stringent time requirement imposed on the grievance process; and the fact that he was holding informal discussions within the agency was insufficient justification for setting aside the time limits at issue. Consequently, the board decided it did not have jurisdiction over this grievance. □

## Education allowance is ordered paid

(G-096(4))—The grievant placed his children in an international school at post, in preference to the U.S.-financed school, because the parents felt the children did better educationally and psychologically at the international school. But because the grievant was required to live within the district served by the U.S. school, he could not

receive an educational allowance. He sought an exception on medical grounds, and submitted psychological evaluations from two local specialists, one of whom was an adviser to the American community. Washington denied his request because the evaluations did not show a compelling prognosis that medically-based harm would result, and that the U.S.-financed school did not certify that it would not meet the children's needs.

The board found the Washington decision too narrowly focused, and that it overlooked the evidence of past and potential harm resulting from an inadequate educational environment. In addition, although the U.S.-financed school had not certified its inability to meet the children's needs, one of the evaluators familiar with the school advised that the only school that could meet the children's needs was the international school. The board found this to be an adequate certification.

Finally, in ordering the educational allowance to be paid, the board said that, while an ambassador may indeed set housing policy, that authority could not be used to deprive the grievant of his right to receive the same consideration in a choice of schooling that was extended to others not required to live in certain housing. □

## Staffer who's transferred wins pay claim

(G-097(1))—At issue was the interpretation of 3 FAM 222.3.3, dealing with the salary rates of Foreign Service staff employees who had transferred from the Foreign Service to another agency.

The grievant maintained that, since the regulations stated that such employees would be given the salary rate closest to but not lower than their previous salary rate, he should have been hired at the class and step which he held before the transfer. Instead, the grievant had been downgraded. The agency produced evidence demonstrating that it was its policy to hire career Foreign Service staff employees at no higher than a given class, regardless of

previous experience, in order to protect promotion opportunities for staff employees already in its service.

The board found that the agency had not violated any policy or regulations in hiring the grievant at the specified class, since Section 222.3.3 deals with salary rates, not grades. The agency had the authority to determine the grade of those Foreign Service staff employees entering into its employ. However, in view of the many years of experience of the grievant, he should have been placed at the highest step in the class.

Thus the board directed the agency to (1) adjust retroactively to the date of the grievant's transfer his step in his class, and compensate him for the difference in salary for the period in which he remained in class, including appropriate salary and other adjustments for the period he has served at levels to which he was subsequently promoted. The board denied the grievant's request for a retroactive adjustment in grade. □

## Leave is not used; it's lost

(G-102(4))—The grievant claimed that the needs of the Service caused him to forfeit several days of accrued leave in two successive years. His agency claimed that he failed to support his claim with documentation required by governing regulations.

The grievant's position was that his transfer from one post to another was postponed so he could remain at post as acting principal officer pending the arrival of a new principal officer. After he departed, he took some leave but was unable to use all that accrued because of the need to report for language training. After language training, he took as much leave as he reasonably could prior to reporting to his next post. Because he recently arrived at that post, he felt he could not apply for further annual leave. While at his new post, he was acting principal officer and was unable to schedule leave to be utilized before the end of the year. He

—(Continued on Page 65)

# Education and Training

## Schedule of courses at Foreign Service Institute

Program	Dec.	Jan.	Feb.	Length of course
<b>Area studies</b>				
Africa, sub-Sahara	—	26	—	2 weeks
East Asia	1	26	—	2 weeks
Latin America	—	26	—	2 weeks
Near East and North Africa	1	26	—	2 weeks
South Asia	1	26	—	2 weeks
Southeast Asia	1	26	—	2 weeks
USSR/eastern Europe	1	26	—	2 weeks
Western Europe	—	26	—	2 weeks
<b>Language and advanced area courses</b>				
Afrikaans	—	—	9	24 weeks
Amharic	—	—	9	24 weeks
Arabic (Egyptian and modern standard)	—	—	9	24 weeks
Arabic (formal spoken and modern standard)	—	—	9	24 weeks
Arabic (western and modern standard)	—	—	9	24 weeks
Arabic (formal spoken and modern standard) (advanced, in Tunis)	—	—	9	47 weeks
Bengali	—	—	9	24 weeks
Bulgarian	—	—	9	24 weeks
Burmese	—	—	9	24 weeks
Chinese (Cantonese)	—	—	9	24 weeks
Chinese (standard)	—	—	9	24 weeks
Czech	—	—	9	24 weeks
Danish	—	—	9	24 weeks
Dari (Afghan Persian)	—	—	9	24 weeks
Dutch	—	—	9	24 weeks
Farsi (Iranian Persian)	—	—	9	24 weeks
Finnish	—	—	9	24 weeks
French	15	12	9	20 weeks
German	15	—	9	24 weeks
Greek	—	—	9	24 weeks
Hebrew	—	—	9	24 weeks
Hindi	—	—	9	24 weeks
Hungarian	—	—	9	24 weeks
Icelandic	—	—	9	24 weeks
Indonesian	—	—	9	24 weeks
Italian	15	—	9	24 weeks
Japanese	—	—	9	24 weeks
Japanese (advanced, in Yokohama)	—	—	9	12/15 months
Korean	—	—	9	24 weeks
Korean (advanced, in Seoul)	—	—	9	44 weeks
Lao	—	—	9	24 weeks
Malay	—	—	9	24 weeks
Nepali	—	—	9	24 weeks
Norwegian	—	—	9	24 weeks
Pilipino (Tagalog)	—	—	9	24 weeks
Polish	—	—	9	24 weeks
Portuguese	15	—	9	24 weeks
Romanian	—	—	9	24 weeks
Russian	—	—	9	24 weeks
Serbo-Croatian	—	—	9	24 weeks
Sinhala	—	—	9	24 weeks
Spanish	15	12	9	20 weeks
Swahili	—	—	9	24 weeks
Swedish	—	—	9	24 weeks
Thai	—	—	9	24 weeks
Turkish	—	—	9	24 weeks
Ukrainian	—	—	9	24 weeks
Urdu	—	—	9	24 weeks
Vietnamese	—	—	9	24 weeks

—(Continued on next page)

## Equal employment seminar scheduled for Nov. 14

The Foreign Service Institute is presenting a seminar on equal employment opportunity, for executives and supervisors, on November 14, 9 a.m.—4 p.m. The course will include information on employee rights and responsibilities, the concept of affirmative action, and equal employment opportunity laws, regulations, procedures and policies.

Supervisors in grades FS-1 through 5 and GS-9 through 15 are eligible to apply. Consideration will be given to supervisory employees in lower grades if space is available. Attendance will fulfill the requirement that all supervisory personnel attend such a training course. For information, call 235-8765 or 235-9404. □

## Basic English course

"English and Communication Skills," a 40-hour course for clerical employees, will be offered by the Foreign Service Institute, November 17-January 7, on Mondays, Wednesdays and Fridays, 9 a.m.—11:30 a.m. The course is designed to improve Eng-

## Solution to Diplo-Croctic No. 38

(See October issue)

Jane Howard. *Margaret Mead: A Life*

"Mead was sent to England by the O. W. I. to clear up a cultural misunderstanding about the American idea of a date. American GIs and their new English girl friends were not sure just who was supposed to be aggressive toward whom, and who better than Margaret Mead to set things straight!"

A. Juggler	O. Absent
B. Athens	P. Refugees
C. Now and then	Q. Either
D. East is East	R. Two by two
E. Human Rights	S. Mugwump
F. Odd Man Out	T. Europa
G. Wigwags	U. Ambassador
H. Andean	at Large
I. Rattled	V. Dishpan
J. Director General	W. At hand
K. Militia	X. Lowdown
L. Architect	Y. In the west
M. Radio	Z. Foreign Service
N. Ghostbusters	a. East End □



lish usage, develop the ability to proofread typed copy, and provide instruction on the use of the dictionary and other standard reference manuals. Clerical employees in grades GS-3 through 5 are eligible. For information, call 235-8765 or 235-9404. □

### For senior-level secretaries

A five-day career development seminar for senior-level secretaries and other support employees will be held November 4-7 and 10, 9 a.m.-5 p.m., at the Foreign Service Institute. Topics will include decision-making, controlling stress, setting goals and improving interpersonal relationships. The course is open to secretaries and other employees in support roles, in grades GS-7 and above, and Foreign Service secretaries in equivalent grades. For information, call 235-8765 or 235-9404. ■

### Fund for U.S. employees

A Federal Employee Education and Assistance Fund has been established to assist Government employees of all ranks who lose their jobs, to provide scholarships for children of employees and to make emergency loans and grants under certain conditions to employees, their dependents or survivors. For information, write to the organization at P.O. Box 2811, Washington, D.C. 20013. The organization asks employees who have not yet contributed to the Combined Federal Campaign to write "FEAA" on their pledge cards. □

Combined  
Federal  
Campaign



—(Continued from preceding page)

#### Familiarization and short-term (FAST) courses

Arabic, Egyptian	—	—	9	6 weeks
Arabic, formal spoken (replaces Gulf, Hijazi and Levantine)	—	—	9	6 weeks
Bengali	—	—	9	6 weeks
Chinese	—	—	9	6 weeks
French (metropolitan)	15	12	9	10 weeks
French (sub-Saharan)	15	12	9	10 weeks
German	15	—	9	10 weeks
Hindi	—	—	9	6 weeks
Icelandic	—	—	9	6 weeks
Italian	15	—	9	10 weeks
Japanese	—	—	9	6 weeks
Portuguese (L.A.)	15	—	9	10 weeks
Portuguese (European)	15	—	9	10 weeks
Russian	—	—	9	6 weeks
Spanish	15	12	9	10 weeks
Thai	—	—	9	6 weeks

#### Administrative training

Budget and financial management	—	5	2	38 days
General services operations	—	5	23	35 days
Personnel management training	—	5	—	25 days
*Coping with violence abroad	1,15	5,20	2,17	1 day

\*No longer available on a walk-in basis. Advance registration required.

#### Economic and commercial training

Applied economics for foreign affairs	—	26	—	6 weeks
Orientation to overseas economic function	—	—	9	2 weeks

#### Executive development

Supervisory studies seminar	—	—	10	3 days
Washington tradecraft	—	20	—	2 weeks

#### Political training

Foreign affairs interdepartment seminar	—	12	—	2 weeks
Negotiation art and skills	8	—	—	1 week
Political functional intensive	—	5	—	4 weeks
Political tradecraft	—	5	—	3 weeks

#### Orientation

Orientation for Foreign Service officers	—	—	2	9 weeks
Orientation for Foreign Service personnel	—	20	—	1 week
Orientation for Department officers	—	20	—	2 days
Department clerical orientation	8	12	23	7 days

#### Communications courses

English and comm. skills (Section II)	—	—	3	40 hours
Effective writing for government	—	12	—	24 hours
Advanced writing for government	—	—	16	22 hours
Effective speaking and listening skills	—	12	—	24 hours

#### Equal opportunity seminar

Management seminar on EEO for executives and supervisors	—	23	—	1 day
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#### Communications workshops

Correspondence formats	Schedule arranged	4-8 hours
OCR telegram preparation workshop	Schedule arranged	4 hours
Art of machine transcription	Schedule arranged	4-8 hours
Telephone techniques	Schedule arranged	4 hours
Preparation of travel vouchers	Schedule arranged	4 hours
Time and attendance workshop	Schedule arranged	4 hours
Proofreading	Schedule arranged	4 hours ■

# Disciplined Writing and Career Development

## If a man is a man (not a gentleman)...

... Then a woman is a woman (not a lady, a *-man* or an *-ess*)

BY MORTIMER D. GOLDSTEIN

ANYONE WHO READS more than the comic strips presumably knows that *gender-bias* and *sexist writing* denote antifemale language usage. When the executive branch began a program in the early '70s to eliminate gender-bias from official writing, the Department of State responded promptly. In



Mr. Goldstein

1974 *STATE* magazine (then known as the *NEWSLETTER*) reported on the Department's "positive efforts in weeding sexist language." And in 1976 a revision of the Foreign Affairs Manual provided specific instructions on language reform.

The policies of the executive branch and the Department have been affirmed and elaborated by every administration since the early '70s and are still in force. In general, however, the Department's instructions seem to have gone into virtual hibernation. Though most officers, I've been assured, avoid sexist writing, "most" is not good enough for people sincerely interested in curbing that style. My informal researches indicate that many officers have forgotten the Department's explicit position on nonsexist language and that junior officers are not being systematically alerted to it.

### Gender and sex in English

A quarter-century ago, few people spoke out against *he*, *mankind*, *chairman*, *salesman*, *manned*, *executrix*, *actress*, *usherette*, *ladies*, *girls* and other words now regarded by the vanguard of language reform as inappropriate in

*This is the 19th and penultimate installment in this series. The concluding article will be published in next month's issue.*

many circumstances. Especially for people who absorbed English in the dim past, adopting a new writing style is difficult. A broader appreciation of the issues may ease the difficulty.

*Gender* is a grammatical term referring to a class of nouns or pronouns. English employs three genders: masculine, feminine and neuter. Some languages—French and Italian, for example—employ only two, masculine and feminine. Others contain many more, reflecting sex, social status, physical attributes and other qualities. *Sex* is a biological term. In English, *gender* and *sex* largely overlap, and a writer who isn't both informed and careful may slip into treating them as synonyms.

To me, a "sexist" usage in modern parlance is a usage, usually linked to gender, that is prejudicial to one sex, almost always to the female. Sexist terminology stereotypes males or females so that females are subordinate to males, or it patronizes females or puts them in an unflattering light.

I try to follow two personal guidelines in identifying and dealing with potentially sexist usage. After I review those, I'll go on to the special problem of pronouns in the third person singular: *he*, *his*, *him* and *she*, *hers*, *her*. Fortunately, the other English pronouns in current use—*we*, *they*, *you*—are common gender, i.e., generics.

### Guideline No. 1

Don't use *man* by itself or in a combined form to serve as a generic. *Man* (as a species), *mankind*, *manned*, *manmade*, *salesman*, *po-*

*liceman*, *congressman* and similar words should be avoided. *Man* is criticized not only because of its social and political overtones but also because some courts have interpreted *man*, though perhaps intended as a generic, to mean *male*, to the disadvantage of women. You may use *humans*, *human beings*, *humanity* or *people* in place of *man* or *mankind*; *synthetic* or *artificial* for *manmade*; *staffed* for *manned*; and *sales clerk*, *police officer* and *member of Congress* for the other example. *Human* is accepted as nonsexist. It doesn't imply a distinction between the sexes, and its origin is a sexless word in Latin, *humanus*.

*Chairman* has caused a lot of argument. One alternative is *chairwoman* when the head of a committee is known to be female—not *chairlady* since *lady* is objectionable unless its counterpart is gentlemen. Another popular alternative is *chairperson*, which even some feminists admit sounds discordant—perhaps deliberately so. Another is *chair*, which to me is comfortable in some contexts but irritating in others. "To address the chair" or "the chair called a special meeting" is easy on the ear, but "Chair Margaret Green" takes some getting used to.

Some proponents of nonsexist language are willing to accept a compromise offered in McGraw-Hill's "Guidelines for Equal Treatment of the Sexes": "Where *man*-words must be used, special efforts should be made to . . . make explicit that such references include women." I've seen a similar approach in legal documents, which sometimes read: "Except where the context indicates otherwise, the singular includes the plural and the masculine includes the feminine." But that compromise isn't univer-

sally accepted, and anyone who resorts to it today should be prepared to show that no reasonable alternative can be found.

#### Guideline No. 2

Treat women as people, no better and no worse than men, and as a special class only biologically. Separate occupational titles for women are rarely needed. I can think of few tasks or jobs that can be performed by only one sex—notably wet nurse and sperm donor. Today we even have male midwives. (Is that term acceptable to men?) In short, common gender job titles and other terms shouldn't, without a special reason, be qualified by a reference to sex: a *chauffeur*, not a *woman chauffeur*; a *secretary*, not a *man secretary*; a *consul general*, not a *female consul general*; a *nurse*, not a *male nurse*.

In addition, I agree with the injunction to refrain from gratuitously singling out women by adding a suffix to an adequate common gender word. That device can be taken to imply that women don't deserve the same title as men. *Ambadress* is now an obsolete term. An ambassador is an ambassador. Without inconvenience, we can use *hero* not *heroine*, *executor* not *executrix*, and *sculptor* not *sculptress*. Similarly *ette*, a French feminine suffix not essential in English, can be discarded without pain.

The revised "Dictionary of Occupational Titles" shows what can be done to modernize the language. Only a few old-fashioned titles have frustrated the Labor Department; e.g., *hostess* and *waitress* remain, though *flight attendant* has replaced *stewardess*.

#### Pronouns

Now I come to the everyday problem of third-person singular pronouns. Consider this simple example: "A good public servant will purge gobbledegook from his writing." "His"? Don't we have any good female public servants? And

aren't some women infected with the evils of bureaucratic writing? How can you eliminate or at least curb the longstanding habit of using *he* to represent both sexes? Here are seven ways.

- You may try the easy way and use *he* or *she* in place of *he*. But *he* or *she* is clumsy and should be used sparingly. Besides, *he* or *she* becomes ludicrous if *his* or *her* or *him* or *her* or both are also used nearby. For example: "A careful officer will remove classified papers from his or her desk if he or she expects an outsider to call on him or her."

- A solution that sometimes works comfortably is the substitution of a noun for a pronoun. For example: "The World Bank should understand a finance minister's problems even better than he does." The substitution of "the minister" for "he" works well here.

- Similarly, you may be able to delete a personal pronoun. "In evaluating an officer's performance, the panel should give special weight to his resourcefulness in novel situations." "His" is dispensable.

- Or you may substitute an article for a personal pronoun. "A desk officer should be especially careful in his drafting of telegrams." "The" is a nonsexist alternative.

- You may change the third person to the second person. In the third person: "Each participant in the discussions must prepare a 500-word statement of his conclusions." In the second person: "As a participant in the discussions, you must prepare a 500-word statement of your conclusions."

- You may change the singular to the plural. "An officer who remains illiterate in economics probably is limiting his promotion prospects" may be changed to "Officers who remain illiterate in economics probably are limiting their promotion prospects." But a word of warning: generally, the singular is preferable to the plural. When you stick to

the singular you often avoid undesirable ambiguities and complexities. So be sure that shifting to the plural doesn't create new problems.

- If other solutions don't quickly come to mind, you may use the passive voice instead of the active—with restraint. For example, in the active voice: "Each section chief should send the ambassador a memorandum of his suggestions before Friday." In the passive: "A memorandum of suggestions should be sent by each section chief to the ambassador before Friday." The passive will work, but I think you can find a more desirable remedy in this example and in nearly all other similar situations.

I know that you hear and read misfires like the following sentence every day: "Each supervisor must establish standards of performance for their subordinates." "Their" is plural, but it refers to "supervisor," a singular. You may be faced with the argument that *they* was once a singular and that fine writers and leading public figures have long used *they* as a singular pronoun and still do. But neither the current slips of famous personalities nor the common usages of several centuries ago define the correct idiom of 1986. Grammatical rules change, but even with modern mass communication, general acceptance of *they* as a singular has not yet arrived. It may come, but careful writers will wait.

\* \* \*

This essay by no means covers all overt and subtle aspects of sexist writing. If you want to find out more about it, I suggest "The Handbook of Nonsexist Writing" (1980) and "Words and Women" (1977) by Casey Miller and Kate Swift. They present the case against antifemale language fully and forcefully. You may conclude that some of their prescriptions go too far, as I do, but the books will open your mind.

NEXT: *Conclusion*. ■

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## Post of the Month: Mogadishu

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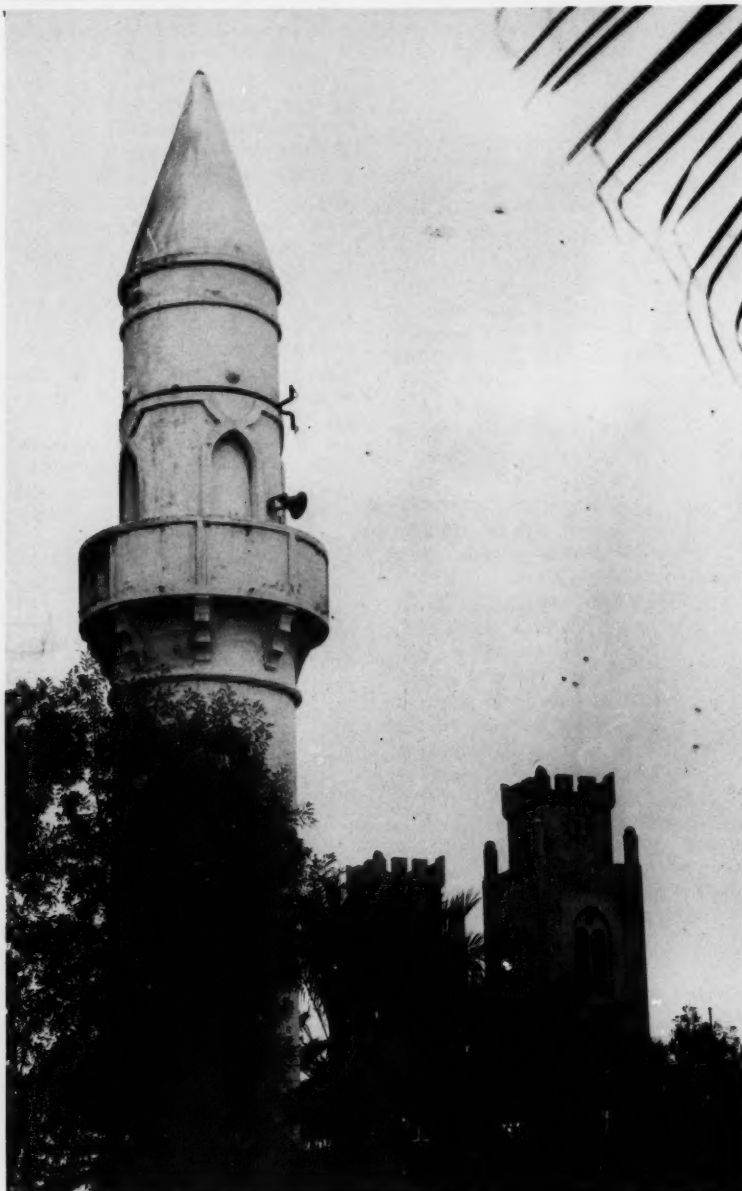
**T**HIS COASTAL CITY is the capital of Somalia, the nation at the "horn" of Africa, east of Ethiopia. U.S. employees there and their families are featured as part of STATE's continuing series.



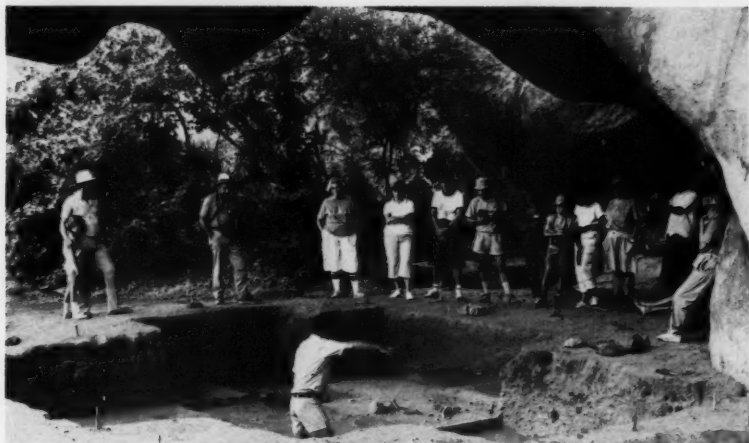
Ambassador *Peter S. Bridges* and President *Mohamed Siad Barre* cut ribbon to begin a construction project.



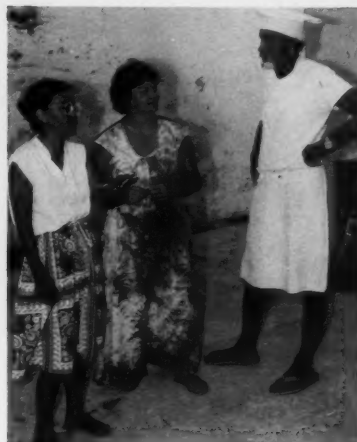
*Kathy Astala*, secretary to the ambassador.



A minaret and church tower symbolize Somalia's long Islamic tradition and its brief period as an Italian colony.



**Anthropologist Steve Brandt explains archeological excavations to embassy visitors. (Photo by Louise Bedichek, USIA)**



**AID's Marion Warren, Pam Procella and Ray Carpenter.**



**Villagers fill jugs and give water to their livestock.**



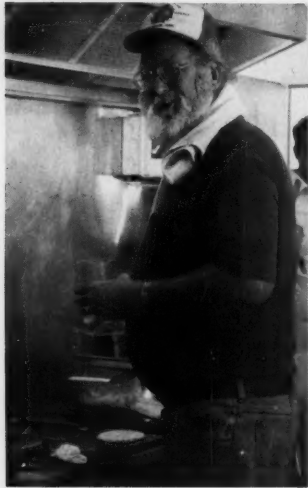
**Pauline and Charlie Hagemann, with Matthew Bond.**



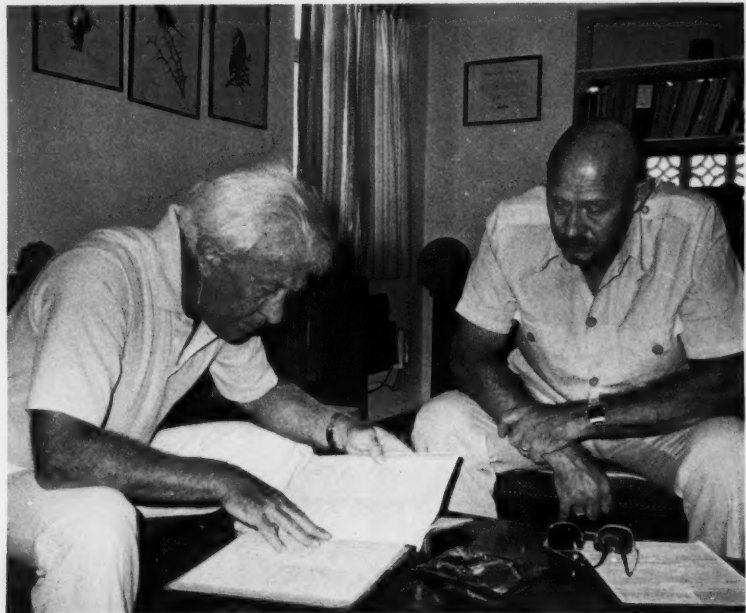
*Musa Samaleh* inspects a wheat shipment with the captain of the ship.



AID employees *Roger Garner* and *Hassan Habbad*.



Communicator *Jim Ford* helps out at a pancake breakfast.



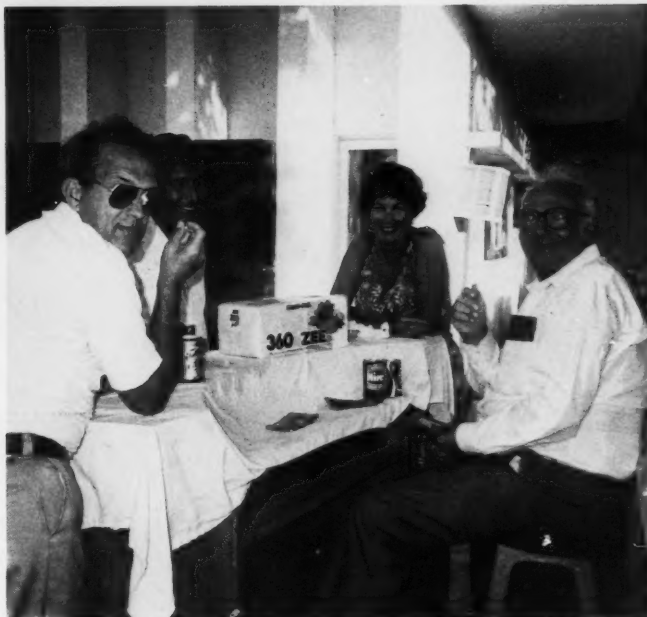
*Ed Aker* and *Ernie Peterson* of AID.



Fulbright professor *Virginia Delancey*, deputy chief of mission *John Hirsch*, *Rita Hirsch*, teacher *Jo Fuller*, *Kimberly Fuller* (back to camera) and AID employee *Flynn Fuller*.



Public affairs officer *Tom Hull*, at rodeo.



*George Paine*, *Vic Perez*, *Joan Macura* and *Jack Cory* at the recreation association facility.



Second-grade teacher *Margie Olson*.



A hungry picnicker helps clean the dishes.



At the recreation center are *Flynn Fuller*, *Jim Bond* and *Marylou Bothwell*.





*Frank and Pam Procella, with Rita Hirsch.*



*Meredith Scovill and Gary Nelson, at a school function.*



*At the annual AID picnic.*

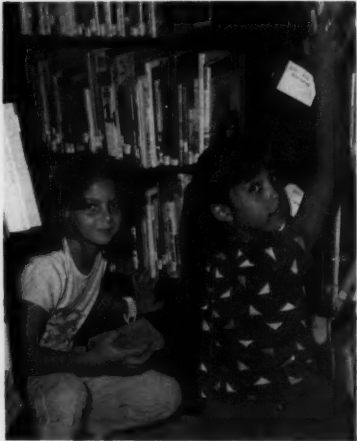
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**POST OF THE MONTH: MOGADISHU**

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**The American school.**



**Amy Garner and Jacqueline Pavich in the school library.**



**Lawrence Locke teaches a sixth-grade class.**



*Tom Burke and Ed Borchardt of the Office of Military Cooperation.*



*Rhelda and Tom Summerell, at bazaar at the American school.*



*A performance of Somali dancing. In center is Paul Olson, head of the American school. ■*

## Personnel: Civil Service

### Promotions

#### GG-3

**Muradian, Armen**, U.S. Mission to the United Nations

#### GG-4

**Anderson, Kevin T.**, U.S. Mission to the United Nations

**Lang, Timothy**, U.S. Mission to the United Nations

#### GG-7

**Hipsley, Kyle K.**, International Boundary Commission, United States and Canada  
**Morales, Mercedes**, U.S. Mission to the United Nations

#### GG-11

**Kanchanadul, Prabas**, Foreign Service Institute  
**Stoddard, Anne**, U.S. Mission to the United Nations

#### GG-12

**Hunt, Candice H.**, Foreign Service Institute

#### GG-15

**Shenwick, Linda S.**, U.S. Mission to the United Nations

#### GM-14

**Hartung, Jean L.**, Diplomatic Security

**Johnson, Joyce L.**, Office of Management Operations

**Paes, Ned Z.**, Office of Communications

**Raether, Carl N.**, Legislative and Intergovernmental Affairs

**Russell, Elden R.**, Office of Communications

**Tyckoski, James E.**, Office of the Procurement Executive

**Witten, Samuel M.**, Office of the Assistant Legal Adviser, United Nations Affairs

#### GM-15

**Garland, Barbara A.**, Office of Supply, Transportation and Procurement

**Globe, Joseph W.**, Office of the Procurement Executive

**Jefferson, Charles J.**, Intelligence and Research



**PUBLIC AFFAIRS**—Secretary Shultz presents Superior Honor Award to Janice L. Settle for her organizing of his domestic public affairs activities.

**Lowengart, Carolyn S.**, Office of Management Operations

#### GS-3

**Di Paolo, Annamaria**, Medical Services, Office of the Executive Director

**Hughes, Dawn L.**, Visa

#### Services

**Proctor, Danita R.**, Office of Communications

#### GS-4

**Barrett, Betty A.**, Foreign Service Institute

**Butler, Annie D.**, Consular Affairs

**Carper Jr., Frank W.**, Passport Agency, Manual Records Branch

**Coniglio, Lisa A.**, Office of Supply, Transportation and Procurement

**Harrison, Pamela A.**, Economic and Business Affairs  
**McCollum, Marsha A.**, Passport Agency, Stamford

**Peterson, Tracey R.**, Public Affairs, Information Staff  
**Shields, Kara D.**, Financial Operations

**Turner, Tanya T.**, Public Affairs, Media and Principals Division

**Williams, Paula A.**, Diplomatic Security

#### GS-5

**Daniel, Adrian**, Executive Secretariat, Information Management Section

**Dinkel, Nicholas**, Office of Supply, Transportation and Procurement

**Feaster, Ernest H.**, Office of Communications

**Geter, Wilhelmena Y.**, Office of Fiscal Operations

**Gordon, Angela J.**, Under Secretary for Management

**Griggs, Lennetta M.**, Office of the Comptroller

**Johnson, Gennie L.**, Financial Operations

**Kluth, Ruthann**, Legislative and Intergovernmental Affairs

**Miller, Elizabeth M.**, Office of the Comptroller

**Norris, Emma M.**, Diplomatic Security

**Paz, Maria T.**, Passport Agency, Miami

**Stovall, Angela M.**, Consular Affairs

**Wicker, Kevin**, Executive Secretariat, Operations Center

#### GS-6

**Barkanic, Louise A.**, Diplomatic Security

**Ellis, Tangie B.**, Office of Communications

**Hairston, Jacqueline L.**, Financial Operations

**Haynes, Susan**, Financial Operations

**Howard, Jo Ann L.**, Inter-American Affairs

**Jeffries, Angela L.**, Oceans and International Environmental and Scientific Affairs

**Miller, Alexandra G.**, Office of Protocol  
**Richardson, Margaret**, Public Affairs, Office of Public Opinion Analysis  
**Seaborn, Joyce M.**, Consular Affairs  
**Senn, Josephine**, African Affairs  
**Thomas-Jackson, Tijuana J.**, Office of Protocol

#### GS-7

**Brown, Sandra H.**, Foreign Service Institute  
**Cook, Terence L.**, Executive Secretariat, Information Management Section  
**Dancy, Michelle**, Office of Communications  
**Jackson, Laveta Y.**, Politico-Military Affairs  
**Keys, Delores D.**, Office of Communications  
**Kieffer, Carolyn A.**, Passport Agency, New Orleans  
**Marin, Margaret C.**, European and Canadian Affairs  
**Maye, Evelyn C.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Mayo, Vondell V.**, Office of the Under Secretary for Management  
**McKee, Kendra L.**, Diplomatic Security  
**Patten, Patsy J.**, Office of Supply, Transportation and Procurement  
**Thornton, Wanda D.**, Inter-American Affairs  
**Wilson, Joan**, Bureau of Administration

#### GS-8

**DeVaughn, Carolyn J.**, Inter-American Affairs, Office of Caribbean Affairs  
**Dial, Cynthia L.**, East Asian and Pacific Affairs, Office for Economic Policy

#### GS-9

**Beck, Nancy L.**, Public Affairs, Office of Press Relations  
**Cooper, Cecelia A.**, Bureau of Administration  
**Jones, Hiram S.**, Office of Fiscal Operations

**Lamar, Mary C.**, Oceans and International Environmental and Scientific Affairs  
**Nindel, James F.**, Refugee Programs  
**Price, Sheila J.**, Office of Management Operations  
**Walter, Marguerite Ann N.**, Office of Supply, Transportation and Procurement

#### GS-11

**Bales, David L.**, Office of Communications  
**Benjamin, Karen A.**, Economic and Business Affairs, Office of the Executive Director  
**Davis, Angela M.**, Intelligence and Research, Information Management Section  
**Gorisek, George F.**, Office of Communications  
**Hockaday, Inez D.**, International Organization Affairs  
**Howland, Nina D.**, Public Affairs  
**Kamin, Jonathan T.**, Intelligence and Research  
**Kearney, Calvin E.**, Office of Communications  
**Lorfano, Paula M.**, Foreign Affairs Information Management Center  
**McDowell, Ruth J.**, Diplomatic Security  
**Oshima, Wayne A.**, Consular Affairs

#### GS-12

**Bailes, Kenneth N.**, East Asian and Pacific Affairs, Office of Public Affairs  
**Hartman, Steven G.**, Office of Supply, Transportation and Procurement  
**Hertzberg, David A.**, Office of Management Operations  
**Mullen, Steven J.**, Passport Agency, Seattle  
**Ostrander, Jane L.**, Public Affairs, Regional Programs Division  
**Robb, Eileen J.**, Bureau of Personnel, Office of Management

#### GS-13

**Cline, Ruth E. H.**, Office of the Deputy Assistant Secretary for Operations

**Parker, Kenneth I.**, Office of the Comptroller □

### Appointments

**Baylor, Rhonda**, Passport Agency, Automated Records Branch  
**Bell, Angelia T.**, Intelligence and Research  
**Best, Lester A.**, Office of Facilities Management and Administrative Services  
**Block, Stephen M.**, Bureau of Personnel  
**Buchanan, Bonnie**, Medical Services  
**Burl, Angelia D.**, Bureau of Personnel, Pre-Assignment Center  
**Cameron, Frederick R.**, Office of Facilities Management and Administrative Services  
**Carter, Christal Y.**, Financial Operations  
**Castillo, Carlos S.**, Consular Affairs  
**Caulfield, Arminda R.**, Foreign Service Institute  
**Chumachenko, Katherine C.**, Bureau of Human Rights and Humanitarian Affairs  
**Collaku, Angel**, Intelligence and Research, Office of the Executive Director  
**Connolly, Caroline F.**, Bureau of Personnel, Pre-Assignment Center  
**Dawley, Kristi A.**, Office of Protocol  
**De Luca, Silvana M.**, Foreign Service Institute  
**Decker, Edna E.**, Economic and Business Affairs  
**Denitto, Sharon E.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments  
**Dibisceglie, Joseph M.**, Economic and Business Affairs, Office of the Executive Director  
**Dion, Grant C.**, Bureau of Personnel, Office of Position and Pay Management  
**Douglass, Geraldine M.**, West African Affairs  
**Downs, Suchada**, Foreign Service Institute  
**Erazo-Beauchamp, Joaquin**, Financial Operations  
**Ferry, Brenda W.**, Office of Communications  
**Fitzgerald Jr., Michael J.**, Office of Facilities Management and Administrative Services  
**Glover, Tere M.**, Foreign Service Institute  
**Greeley, Monica N.**, Bureau of Administration  
**Hewitt, Steven A.**, Office of Facilities Management and Administrative Services  
**Hill, Frederic B.**, Foreign Service Institute  
**Hill, Janette**, Intelligence and Research  
**Holt, Selina M.**, Passport Agency, Automated Records Branch  
**Hunter, Novella**, Office of Facilities Management and Administrative Services  
**Jaffe, Gerald**, Office of Supply, Transportation and Procurement  
**Johnson, Mabry J.**, Office of Facilities Management and Administrative Services  
**Jones, Mary J.**, Diplomatic Security  
**Karunaratne, Wijesinghe S.**, Foreign Service Institute  
**Kogan, Luda**, Foreign Service Institute  
**Kohlenbush, Patricia A.**, Information Systems Office, Systems Design and Programming Division  
**Littlejohn, Kaye W.**, Legislative and Intergovernmental Affairs  
**Martin, Michele L.**, Intelligence and Research  
**Maskus, Keith E.**, Economic and Business Affairs  
**Mays, Charles B.**, Office of Facilities Management and Administrative Services  
**McGlen, Pamela E.**, Bureau of Personnel, Pre-Assignment Center  
**Moore, Annie D.**, Office of Facilities Management and Administrative Services  
**Morin, Michael D.**, Intelligence and Research, Office of the Executive Director  
**Niland, Francis W.**, Diplomatic Security  
**Norfles, Angeliqye Y.**, Office

of the Comptroller, Pre-Assignment Center  
**Orton, Lawrence D.**, Foreign Service Institute  
**Porter, Charles C.**, Office of Facilities Management and Administrative Services  
**Ragland, Danette S.**, Legislative and Intergovernmental Affairs  
**Sadoff, David A.**, Bureau of Personnel  
**Schwetje, Robert G.**, Office of the Under Secretary for Management  
**Seabron, Kiviette R.**, Bureau of Personnel, Pre-Assignment Center  
**Senn, Laura**, Bureau of Personnel, Pre-Assignment Center  
**Sheedy, Louis W.**, Passport Agency, Boston  
**Simpson, Diane R.**, Politico-Military Affairs  
**Sligh, Amelia C.**, Riyadh  
**Smith, Richard W.**, Near Eastern and South Asian Affairs, Office of the Executive Director  
**Sorenson, Maxine E.**, Office of Communications  
**Stronko, Joseph**, Office of Communications  
**Theimer, John R.**, Office of Fiscal Operations  
**Valus, Kim M.**, Intelligence and Research, Office of the Executive Director  
**Vilsack, Cassie E.**, Foreign Service Institute  
**Wald, Martin**, Office of the Legal Adviser  
**Wayshner, Dorothy E.**, Office of Supply, Transportation and Procurement  
**Webb, William O.**, Office of Facilities Management and Administrative Services  
**Welch, Jan L.**, Office of Supply, Transportation and Procurement  
**Williams, Frederick B.**, Diplomatic Security  
**Wilson, Elaine B.**, European and Canadian Affairs, Office of the Executive Director  
**Wreen, Marguerite F.**, Inter-American Affairs, Office of Central American Affairs □

**Reassignments**

**Baker, Thomas A.**, Financial Operations, Reports and Analysis Section to Financial Operations, General Ledger Branch  
**Barfield, Lamanthia A.**, Bureau of Personnel, Office of the Director General of the Foreign Service and Director of Personnel  
**Coley, Thedoshia P.**, Office of the Comptroller to Near Eastern and South Asian Affairs  
**Conway, Leonor E.**, Public Affairs, Office of Press Relations to Inter-American Affairs, Office of Press and Public Affairs  
**Davidson, Betty J.**, Office of the Assistant Legal Adviser, Oceans, Environment and Scientific Affairs to Office of Management Operations  
**Davis, Theresa P.**, Medical Services to Diplomatic Security  
**Douglas, Mary E.**, Economic and Business Affairs to Bureau of Personnel  
**Guzowski, Danuta U.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments to Bureau of Administration  
**Hartgrove, Faye V.**, Visa Services to Inter-American Affairs  
**Hinson, William J.**, Financial Operations, Reports and Analysis Section to Financial Operations, General Ledger Branch  
**Jernigan, Tamara G.**, Bureau of Administration, Presidential-Vice Presidential Travel Support Staff to Bureau of Administration, Financial Management Division  
**Johnson, Frances**, Bureau of Personnel, Pre-Assignment Center to Bureau of Personnel, Office of Management  
**Kazyak, Adina E.**, Office of Protocol to Consular Affairs  
**Laine, Andrew J.**, Bureau of

Administration, Personnel Management Division to Public Affairs, Office of Press Relations

**Lancaster, Glenda L.**, Politico-Military Affairs to Intelligence and Research  
**Lawrence, Valinda J.P.**, Financial Operations, Reports and Analysis Section to Financial Operations, General Ledger Branch  
**Laws, Debra G. W.**, Near Eastern and South Asian Affairs, Regional Affairs and Liaison with Multinational Force and Observers to Near Eastern and South Asian Affairs, Office of the Executive Director  
**Lupo, Hiroko**, Financial Operations, Vendor Claims Office to Financial Operations, Travel Voucher Section  
**Matthews, Francis J.**, Office of the Director General and Director of Personnel, Public Affairs to Diplomatic Security, Public Affairs  
**Mullen, Judy S.**, Office of Facilities Management and Administrative Services to Foreign Service Institute  
**Park, Howard C.**, Financial Operations, Reimbursement Accounts Section to Financial Operations, Special Accounts and Collections Branch  
**Patterson, Avery V.**, Refugee Programs, Office of European, Near Eastern and Latin American Refugee Assistance to Refugee Programs, Office of Emergency Operations  
**Powers, Joyce A.**, Financial Operations, Vendor Claims Section to Financial Operations, Travel Voucher Section  
**Puschel, Karen L.**, Intelligence and Research to European and Canadian Affairs  
**Ratliff, Delores B.**, European and Canadian Affairs to Bureau of International Communications and Information Policy

**Schofield, Robin G.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments to Intelligence and Research  
**Spence, Joy D.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Diplomatic Security  
**Uhrich, Dorothy W.**, Office of Communications to Office of Management Operations  
**Vaughan, Anne T.**, Financial Operations, Debt Collection Section to Financial Operations, Special Accounts and Collections Branch  
**Weill, Celia**, Office of Fiscal Operations, Annuity Payments Branch to Office of Fiscal Operations, Retirement Records Branch  
**White, Joyce A.**, Bureau of International Communications and Information Policy to Office of East African Affairs  
**Wilhelm, Deborah C.**, Bureau of Administration, Office of the Executive Director to Bureau of Administration, Office of the Presidential-Vice Presidential Travel Support Staff  
**Williams, Clifton T.**, Financial Operations, Travel Voucher Section to Financial Operations, Vendor Claims Section  
**Williams, Lavayia L.**, Office of Fiscal Operations to Bureau of Administration □

**Resignations**

**Anderson, Joseph A.**, Bureau of Personnel, Office of Management  
**Benjamin, Christopher A.**, Bureau of Personnel, Office of Management  
**Berry, Lucy A.**, Passport Agency, Boston  
**Bond, Tracy M.**, Refugee Programs, Office of the Executive Director  
**Calhoun, Tyane M.**, Passport Agency, Manual Records Branch  
**Campbell, Joanna M.**, Office

of Supply, Transportation and Procurement

**Clements, Michelle A.**, Passport Agency, Philadelphia

**Coburn, Ian R.**, Foreign Affairs Information Management Center, Information Access Branch

**Corliss, Steven T.**, Office of the Legal Adviser

**Davis, Alisia L.**, Office of the Deputy Assistant Secretary for Operations

**Deneroff, Karen G.**, Diplomatic Security

**Douglas, Betty J.**, Inter-American Affairs, Office of the Executive Director

**Feaster, Dwyane D.**, Office of the Comptroller

**Fields, Stacy A.**, Office of Supply, Transportation and Procurement

**Findlay, D. Cameron**, Office of the Legal Adviser

**Fish, Catherine F.**, Office of the Director General and Director of Personnel, Policy and Coordination Staff

**Floyd, Alma E.**, Diplomatic Security

**Gordon, Amy E.**, Bureau of Personnel, Office of Management

**Gregg, Kimberly R.**, Bureau of Personnel, Office of Management

**Guidera, James T.**, Passport Agency, New York

**Harp, Debbie L.**, Passport Agency, Seattle

**Harris, Angela P.**, Office of the Legal Adviser

**Heard, Anne S.**, Office of the Under Secretary for Management, Family Liaison Office

**Hobson, Lois M.**, Oceans and International Environmental and Scientific Affairs

**Hodges, Lynda R.**, Visa Services

**Hughes, Keith**, Office of Supply, Transportation and Procurement

**Jackson, Gwendolyn L.**, Passport Agency, Chicago

**Janney, Christopher G.**, Bureau of Administration

**Joel, Alexander W.**, Office of the Legal Adviser



**FOREIGN SERVICE INSTITUTE—** Graduates of the August clerical orientation class, first row left to right: *Carolyn Mackall,*

*Susan M. Dixon, Ruth M. Hatchinonji, Gwendolyn A. Hopkins, Virginia Dawn Corris, Margarita T. Labrada, Jackie R.*

*Broadus. Second row: Annie Marshall, Laura L. Gutensohn, Deborah K. Ryan, Connie R. Cook, Susan M. Walsh, Kay McMann.*

**Jones, Christine R.**, East African Affairs

**Jones, Kimberly D.**, Bureau of Personnel, Retirement Division

**Kochanek, Glenn R.**, Office of Facilities Management and Administrative Services, Information Access Branch

**Ku, Michelle**, Bureau of Personnel, Office of Management

**Lange, Jean A.**, Bureau of Personnel, Office of Foreign Service National Personnel

**Lewis, Celeste T.**, Passport Agency, Diplomatic/Congressional Travel Branch

**Lockhart, Cathy R.**, Passport Agency, Los Angeles

**Maher, Shannon M.**, Office of Communications

**Martens, Robert J.**, Classification/Declassification Center

**Martinez, Cresina M.**, Passport Agency, New Orleans

**McLendon Jr., Alex**, Executive Secretariat, Information Management Section

**Milner, Amy M.**, Bureau of Personnel, Office of Civil Service Career Development and Assignments

**Mullin, John J.**, Classification/Declassification Center

**Newhall, Shelley A.**, Passport Agency, Boston

**Nijenhuis, Erika W.**, Office of

the Legal Adviser

**Odze, Leah**, Office of Supply, Transportation and Procurement

**Parker, Joyce**, Passport Agency, Houston

**Parming, Tonu**, Foreign Service Institute

**Perez, Evangeline**, Diplomatic Security, Los Angeles Field Office

**Plotkin, Mark E.**, Office of the Legal Adviser

**Plummer, Gary L.**, Office of Supply, Transportation and Procurement, Procurement Division

**Posey, Melanie A.**, Bureau of Personnel, Office of Management

**Pridgen, Marguerite E.**, Office of Supply, Transportation and Procurement, Procurement Division

**Roberson, Darryl K.**, Foreign Affairs Information Management Center, Information Access Branch

**Santana, Margarita**, Financial Operations

**Schilcher, Joan M.**, European and Canadian Affairs

**Slade Jr., William I.**, Consular Affairs

**Stromseth, Jane E.**, Office of Legal Adviser

**Tabner, Jody M.**, Office of Legal Adviser

**Taylor, Kim M.**, Passport Agency, Manual Records

Branch

**Taylor, Lorri A.**, Foreign Affairs Information Management Center, Publishing Services Branch

**Toney, Colleen**, Bureau of Personnel, Pre-Assignment Center

**Torrence, Roderick S.**, Passport Agency, Automated Records Branch

**Tuck Jr., William T.**, Financial Operations

**Verrier, Jacqueline**, Office of Supply, Transportation and Procurement, Procurement Division

**Washington, Wilbur L.**, Passport Agency, Manual Records Branch

**Watson, Deborah**, Politico-Military Affairs

**Williams, Bernice L.**, Economic and Business Affairs, Office of the Executive Director

**Williams, Cheryl D.**, Medical Services

**Williams, Mamie D.**, Inter-American Affairs, Office of Brazilian Affairs

**Zaki, Cynthia S.**, Passport Agency, San Francisco □

#### Retirements

**Morlet, Barbara W.**, Intelligence and Research

**Pappas, Dorothy K.**, U.S. Mission to the United Nations ■

# Personnel: Foreign Service

## Appointments

- Abbott, Jan D.**, Diplomatic Security, Los Angeles Field Office
- Balderas, Nicholas M.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Bayer, Nelly E.**, Panama
- Beardsley, Mary A.**, Jeddah
- Becker, Daniel C.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Bennett, Yen T.**, Accra
- Beyers, William W.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Bishop, Cynthia G.**, Rome
- Black, Mary A.**, Kinshasa
- Borich, Joseph J.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments
- Breese, Claudia J.**, Kaula Lumpur
- Broussard, Raymond C.**, Pretoria
- Brown, Kent B.**, Diplomatic Security, San Francisco Field Office
- Brown, Regina**, London
- Brown, Ruby W.**, Lagos
- Bryant, James H.**, Diplomatic Security, New York Field Office
- Bullock, James E.**, Port-au-Prince
- Bultrowicz, Scott P.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Burns, Brian K.**, Diplomatic Security, Philadelphia Field Office
- Carney, Ritche L.**, Diplomatic Security, New Orleans Resident Office
- Carter, Jerry E.**, Tel Aviv
- Carter, Rebecca J.**, Paris
- Chang, David C.**, Sao Paulo
- Chen, Jonathan C.Y.**, East Asian and Pacific Affairs
- Cho, Sunguon**, Seoul
- Crookston, Eunice M.**, Frankfurt
- D'Elia, Donna M.**, Diplomatic Security, Houston Resident Office
- Degrands, Charles E.**, Paris
- Dettmer, Peter H.**, Manama
- Dougherty, Patricia D.**, Brussels-NATO
- Douglass, Ashton S.**, Jakarta
- Drobot, Mark D.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Dudley, Alice L.**, Ottawa
- Eaton, Leanna L.**, Paris
- Eckert, Robert A.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Egbert, Michael D.**, Nicosia
- Eicher, Michael J.**, Diplomatic Security, New York Field Office
- Endresen, Patricia L.**, Seoul
- Eustace Jr., John M.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Fitzgerald, Judith C.**, Gaborone
- Flowers, Nora L. C.**, Sofia
- Foster, Preston H.**, Diplomatic Security, Chicago Field Office
- Freiman, Matthew D.**, Diplomatic Security, Chicago Field Office
- Fuller, Kathleen M.**, Montevideo
- Gilcrest, George M.**, Diplomatic Security, Boston Field Office
- Goggin, Amber L.**, Nairobi
- Grabow, George F.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Griffin, Muriel R.**, Manila
- Haley, Candace L.**, Abidjan
- Hall, Michael J.**, Diplomatic Security, Philadelphia Field Office
- Hampson, John M.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Hanni, Robert W.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Harper, David G.**, Diplomatic Security, Los Angeles Field Office
- Hartley, Ronald R.**, Moscow
- Hellyer, Ada C.**, Conakry
- Henrich, Rosemary**, Nairobi
- Hernandez, Gloria**, Mexico
- Hibler, Nathan L.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Hoganson, Barbara F.**, Bogota
- Holguin, Lean E.**, Kampala
- Iverson, Steven W.**, Diplomatic Security, Los Angeles Field Office
- Johnson, Carol A.**, Mbabane
- Johnson, Jill H.**, Baghdad
- Johnson, Michael L.**, Diplomatic Security, Houston Resident Office
- Jones, Cathleen K.**, Riyadh
- Jones, Judy P.**, Manila
- Kahele, Karl J.**, Diplomatic Security, New Haven Resident Office
- Kramer, Rosario I.**, Nairobi
- Krzeminski, Joachim A.**, Diplomatic Security, Miami Field Office
- Kushner-Fisher, Bella**, Brussels-NATO
- Landers, Katherine A.**, Seoul
- Lane, Patrick D.**, Diplomatic Security, Chicago Field Office
- Langston, Ellen C.**, Lilongwe
- Lavey, Sheila M.**, Paris
- Law, Patricia**, Beijing
- Lee, Alison K.**, Dhaka
- Lefkowitz, Cynthia R.**, Canberra
- Legros, Michele L.**, Port-au-Prince
- Lessard, Rene J.**, Paris
- Levine, Eric L.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Lockwood, Elizabeth, M.**, Port Louis
- Longenecker, Jane S.**, Kinshasa
- Luster, Robin M.**, Ottawa
- Lynch, Patricia G.**, Antananarivo
- Lyne, Elizabeth L.**, Tegucigalpa
- Lyons, David L.**, Diplomatic Security, San Francisco Field Office
- Martin, Karen A.**, Tunis
- McDowell, Patricia J.**, Paramaribo
- McElhattan Jr., Dale E.**, Diplomatic Security, Miami Field Office
- McKinney, Judith M.**, Lahore
- McMindes, Forence E.**, St. Johns
- Meade, Frances M.**, Riyadh
- Meehan, Daniel F.**, Diplomatic Security, New York Field Office
- Mills, Bruce T.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Moore, Barry M.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Morse, Ernice P.**, Lusaka
- Murray III, Royal C.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Nicholson, Claudia D.**, Manila
- Niemczyk, Julian M.**, Prague
- Noon, Joseph F.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Nowakowski, Emilie A.**, Istanbul
- O'Brien, Joan**, Lagos
- O'Neil, Dorothy M.**, Algiers
- O'Bannon, Robert A.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- O'Connor, Daniel E.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- O'Connor, Kim M.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Ober, Elizabeth A.**, Moscow
- Olson, Poonsin D.**, Niamey
- Owens, Jane E.**, Canberra
- Parson, Maria M.**, Bangkok
- Pastirik, Lindsay A.**, Lagos
- Perry Jr., Garline C.**, Diplomatic Security, Chicago Field Office
- Peterson, Paul T.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Petty, Kathleen M.**, Kingston
- Podol, Elizabeth M.**, Kampala
- Poissot, Ann S.**, Bombay
- Pomeroy, Passy T.**, Lagos
- Raike, Jonathan W.**, Bureau of Personnel, Pre-Assignment Foreign Serv-



- ice Specialist Training
- Ramirez, Louise C.**, Sydney
- Robson, Joy S.**, Algiers
- Roll, Margaret E.**, Warsaw
- Sanders, Mary A.**, Kinshasa
- Schiele, Marilyn V.**, Montreal
- Schmidt, Mary A.**, Ottawa
- Seckelick Jr., Stephen W.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Shubat, Deborah D.**, Beijing
- Sleeper, Astri T.**, Brussels
- Sokota, Robert J.**, Moscow
- Stephens, Carol W.**, Abidjan
- Stewart, Candace A.**, Canberra
- Stubblefield, Laviris R.**, Diplomatic Security, New York Field Office
- Sundermann, Jeanne A.**, Islamabad
- Swinimer, Mary-Jo**, Diplomatic Security, Boston Field Office
- Tavares, Nancy L.**, Lisbon
- Taylor, Robert**, Hong Kong
- Teasley, Barbara L.**, Manila
- Terrill, Richard W.**, Stockholm
- Thomas, Seyoung O.**, Osaka-Kobe
- Tolly, John W.**, Diplomatic Security, Chicago Field Office
- Troung, Marianne P.**, Yaounde
- Underwood, Norman G.**, Vienna
- Wall, Philip R.**, Beijing
- Warren, Bruce F.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training
- Wells, Melissa F.**, U.S. Mission to the United Nations
- Wertman, Ellen R.**, Milan
- Williams, Joyce B.**, Monrovia
- Willis, Jeffery M.**, Shanghai
- Wilson Jr., W. Joseph**, Brasilia
- Wilson, Christina C.**, Nairobi
- Wolf, Barbara A.**, Monrovia
- Young, John B.**, Diplomatic Security, Boston Field Office □
- Transfers**
- Acs, Frank J.**, China to Islamabad
- Adams, Frank R.**, Near Eastern and South Asian Affairs to Foreign Service Institute
- Aherne, Richard W.**, France to International Organization Affairs
- Allitto, J. Anthony**, Argentina to International Organization Affairs
- Allitto, Kathleen**, Argentina to Office of Communications
- Almeida, Paul M.**, Oporto to Lisbon
- Anders, Robert G.**, Jamaica to Vienna
- Anderson, Gerald C.**, Office of the Secretary to Foreign Service Institute, Language Training
- Anderson, Rosalyn H.**, Panama to Intelligence and Research, Office of Intelligence Support
- Anderson, Susan R.**, Hong Kong to East Asian and Pacific Affairs
- Andrus, Donald B.**, India to Rabat
- Andrzejewski, Gertrude A.**, France to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
- Arceneaux, Robert L.**, Brazil to Office of Communications
- Aroian, Lois A.**, Sudan to International Organization Affairs
- Aubert, Jack**, France to Central African Affairs
- Austin, Robert J.**, European and Canadian Affairs to Paramaribo
- Baer, Lawrence R.**, Nepal to Near Eastern and South Asian Affairs, Office of the Executive Director
- Bainbridge, John R.**, Greece to Diplomatic Security
- Baird, Dorothy H.**, Indonesia to East Asian and Pacific Affairs
- Ballard, Joseph F.**, Diplomatic Security, Los Angeles Field Office to Diplomatic Security, Washington Field Office
- Ballue, Donald I.**, Finland to Bogota
- Barr, Joyce A.**, Kenya to Human Rights and Humanitarian Affairs
- Barrett, Frank J.**, Canada to Visa Services
- Basora, Adrian A.**, France to Madrid
- Baum, Harold C.M.**, Norway to Intelligence and Research
- Bauman, John H.**, Austria to European and Canadian Affairs
- Bay, Janice F.**, Egypt to Economic and Business Affairs
- Benedict, Gloria K.**, Turkey to European and Canadian Affairs, Office of the Executive Director
- Benedict, Lawrence N.**, Turkey to Economic and Business Affairs
- Benesch, Anthony**, France to West African Affairs
- Benjaminson, Eric D.**, Canada to Southern African Affairs
- Benson, David J.**, Diplomatic Security, Secretary's Detail Division to Diplomatic Security, Miami Field Office
- Benson, Ralph**, Greece to Office of Communications
- Bentley, Robert N.**, Jordan to Intelligence and Research
- Bestic, John B.**, France to European and Canadian Affairs
- Beveridge, Lillian V.**, Belgium to Baghdad
- Blais, Mark L.**, Greece to Office of Communications
- Bond, Michele T.**, European and Canadian Affairs to Foreign Service Institute, Language Training
- Boneski, Raymond A.**, Saudi Arabia to African Affairs, Office of the Executive Director
- Booth, Edward D.**, Intelligence and Research to Foreign Service Institute, Language Training
- Bowman, Francine L.**, Bahrain to Asuncion
- Boyle, John A.**, Foreign Service Institute to Milan
- Braidotti, Anilla T.**, Italy to European and Canadian Affairs
- Brattain, Steven M.**, Turkey to Istanbul
- Brazeal, Aurelia E.**, East Asian and Pacific Affairs to Foreign Service Institute
- Bredeck, Duane R.**, Jordan to Berlin
- Briggs, Everett E.**, Politico-Military Affairs to Inter-American Affairs
- Bright, Ruth E.**, Egypt to Intelligence and Research
- Brown, David G.**, Norway to European and Canadian Affairs
- Brown, Linda M.**, Senegal to Auckland
- Brown, Spencer W.**, Philippines to Diplomatic Security, Los Angeles Field Office
- Brown, Warrington E.**, Lebanon to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
- Bruguier, Thomas**, Soviet Union to Diplomatic Security
- Buchholz, Frank D.**, Malaysia to European and Canadian Affairs
- Buck, Dennis P.**, Romania to Office of Communications
- Burnett, David R.**, Tunisia to Foreign Service Institute, University Training
- Burt-Lynn, Jane**, Tel Aviv to Overseas Citizens Services
- Bush, Wayne J.**, France to Executive Secretariat, Operations Center
- Businger, James G.**, Germany to Office of Communications
- Bustamante, Anna M.**, Africa to Ankara
- Campbell, Arnold H.**, Foreign Service Institute to Visa Services
- Carlsen, Scott B.**, Diplomatic Security, Washington Field Office to Foreign Service Institute, Language Training
- Carlson, Eric J.**, Romania to European and Canadian Affairs
- Carpenter, Ronald B.**, Argentina to Brussels
- Carson, Johnnie**, Portugal to Gaborone
- Carter-Tripp, H. Marshall**, Intelligence and Research

to European and Canadian Affairs  
**Caulfield Jr., John P.**, Brazil to Bureau of Personnel  
**Caulfield, Carroll A.**, Burkina Faso to Paris  
**Cekuta, Robert F.**, Near Eastern and South Asian Affairs to Baghdad  
**Charles, Nancy K.**, Belgium to European and Canadian Affairs  
**Cheever Jr., Francis S.**, Intelligence and Research to Foreign Service Institute, Language Training  
**Chester Jr., George A.**, Belgium to European and Canadian Affairs  
**Chester, Geraldene G.**, Brussels to East Asian and Pacific Affairs  
**Chisholm, Judy K.**, Sierra Leone to Suva  
**Churchill, Paul G.**, Yugoslavia to Kathmandu  
**Clark Jr., William**, Egypt to East Asian and Pacific Affairs  
**Cohen, Harlan K.**, Surinam to Oceans and International Environmental and Scientific Affairs  
**Collins, Richard P.**, Intelligence and Research to Baghdad  
**Connuck, Bruce E.**, Human Rights and Humanitarian Affairs to European and Canadian Affairs  
**Cooper, James F.**, Finland to European and Canadian Affairs  
**Costello, James H.**, Liberia to Office of Communications  
**Cramer, Jeanene J.**, Cairo to Paris  
**Crane Jr., William H.**, Intelligence and Research to Economic and Business Affairs  
**Cretz, Gene A.**, Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training  
**Cundiff, Carl C.**, Ivory Coast to Economic and Business Affairs  
**Daniels, Joseph**, Mexico to Bureau of Administration  
**Darling, W. Stuart**, Indonesia to Sydney

**Transfer Tremors** ..... *by ebp*

I was transferred to QATAR; it became a bit of a rush when the people in PER said: "You DO HAVE to be there before the end of the month."

I was transferred to BUCHAREST; having been assigned to Italy so long as to be called a ROMAN I Accepted the change.

I was transferred to LOME; it gave me a chance TO GO to my favorite part of the world. □

**Darlington, Christopher N.**, Mauritius to African Affairs  
**Daru, Terrence J.**, Thailand to Office of Management Operations  
**Dayer, Lucille A.**, Romania to Inter-American Affairs  
**Deane, Judith M.**, Czechoslovakia to Intelligence and Research  
**Deasy, John P.**, Colombia to London  
**Dehmow, Jay L.**, Tanzania to Foreign Service Institute, University Training  
**Del Rosso Jr., Stephen J.**, Costa Rica to Executive Secretariat, Operations Center  
**Dennett, Garland L.**, Israel to Asuncion  
**Dent Jr., Lynwood M.**, Bulgaria to Canberra  
**Desantillana, Gerald**, Office of the Secretary to Foreign Service Institute  
**Devleming, John F.**, France to Foreign Service Institute, Language Training  
**Dickson, Loretta**, Australia to East Asian and Pacific Affairs  
**Dinger, Larry M.**, East Asian and Pacific Affairs to Foreign Service Institute, Language Training  
**Djerejian, Edward P.**, White House to European and Canadian Affairs  
**Doherty, Paul M.**, Executive Secretariat, Operations Center to Visa Services  
**Doyle, Michael B.**, Niger to African Affairs  
**Duffy, Michael J.**, Egypt to Brussels  
**Dugstad, Richard A.**, Switzerland to Legislative and Intergovernmental Affairs  
**Dunlop, Thomas S.**, Pakistan

to Office of Communications  
**Dunne, Charles W.**, India to Intelligence and Research  
**Eaton, William F.**, Intelligence and Research to International Organization Affairs  
**Edson, Stephen A.**, Japan to Bangkok  
**Egan Jr., Wesley W.**, Office of the Deputy Secretary to Foreign Service Institute  
**Ehrman, James J.**, Bangkok to Sao Paulo  
**Eisenbraun, Stephen E.**, Sierra Leone to East African Affairs  
**Eissler Jr., Victor C.**, Zaire to African Affairs  
**Elder, Joel T.**, Philippines to East Asian and Pacific Affairs  
**Evans, Charles W.**, Intelligence and Research to Inter-American Affairs  
**Evans, David M.**, United Kingdom to European and Canadian Affairs  
**Featherstone, Edward M.**, Japan to Bureau of Personnel, Board of Examiners  
**Ferro, John S.**, Switzerland to European and Canadian Affairs  
**Fest, M. Judith**, Barbados to Inter-American Affairs  
**Fitts, Robert W.**, Indonesia to Foreign Service Institute, University Training  
**Flanagan, Kevin F.**, Diplomatic Security to Athens  
**Flood, Patrick J.**, Poland to European and Canadian Affairs  
**Forgione, Francis A.**, International Organization Affairs to Bureau of Personnel, Office of Foreign Service Career Development and Assignments  
**Foster, Dennis A.**, Italy to Intelligence and Research

**Fuller, Donald L.**, Austria to Bureau of Personnel, Office of Management  
**Fuselier Jr., Burley P.**, Morocco to Diplomatic Security  
**Garcia, Ralph A.**, Peru to Office of Communications  
**Garcia, Rudolph R.**, African Affairs, Office of the Executive Director to Mbabane  
**Garner, Georgette J.**, African Affairs to Office of Protocol  
**Gatto, Donald J.**, El Salvador to Inter-American Affairs  
**Gengler, Anne T.**, Switzerland to Office of Communications  
**Glanville, Ann V.**, Near Eastern and South Asian Affairs to Medical Services  
**Glatz Jr., Charles L.**, Poland to Bureau of Personnel  
**Goldberg, Robert**, Executive Secretariat, Operations Center to East Asian and Pacific Affairs  
**Goldman, Michael H.**, Economic and Business Affairs, Food Policy Division to Economic and Business Affairs, Aviation Negotiation Division  
**Goldstein, George J.**, Bolivia to Diplomatic Security  
**Gonzales, Raymond J.**, Barbados to Brussels  
**Goold, Robert P.**, Near Eastern and South Asian Affairs to Colombo  
**Gossack, David L.**, Foreign Service Institute to Economic and Business Affairs  
**Gray, Lynda B.**, Central Africa to African Affairs  
**Green, Nick**, Nigeria to Diplomatic Security  
**Greene, Ernest T.**, Pakistan to Refugee Programs  
**Greenwald, G. Jonathan**, Intelligence and Research to Foreign Service Institute  
**Grenier, Robert L.**, Saudi Arabia to Athens  
**Grewe, Shirley A.**, Venezuela to Bureau of Personnel, Recruitment Division  
**Grob, Louis W.**, Germany to Diplomatic Security  
**Gross II, Bernard E.**,

Asuncion to Guayaquil

**Haines, Mary A.**, France to Secretariat Staff

**Hall, John E.**, Liberia to Ontario

**Hall, Norman C.**, European and Canadian Affairs to Hong Kong

**Halsted, David C.**, Burma to West African Affairs

**Hamilton, Thomas P.**, East Asian and Pacific Affairs to Foreign Service Institute, Language Training

**Hanna, Dora J.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Office of Fiscal Operations

**Harrison, Carl D.**, Brazil to Diplomatic Security

**Hartley, Sandra L.**, Indonesia to Moscow

**Hassett, Frederick H.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Bureau of Personnel, Board of Examiners

**Hastings, Norman S.**, Japan to Near Eastern and South Asian Affairs

**Haugh, William J.**, Iraq to Foreign Service Institute, University Training

**Hauptmann, Jerzy J.**, Inter-American Affairs to Office of Supply, Transportation and Procurement

**Hays, Donald S.**, Senegal to Foreign Service Institute, University Training

**Heimann, Judith M.**, European and Canadian Affairs to Amsterdam

**Heimgartner, Maryann L.**, Sudan to Abu Dhabi

**Hemingway, Frank S.**, Canada to Amman

**Herrmann, George S.**, Panama to Diplomatic Security

**Higgins, Margaret D.**, Spain to USIA

**Higginson, Charles**, Economic and Business Affairs to Bureau of Personnel, Office of Foreign Service Career Development and Assignments

**Hight, Loretta M.**, Poland to East Asian and Pacific Affairs

**Hilburn Jr., Paul W.**, Foreign Service Institute, Language Training to Geneva-U.S. Mission

**Hillas Jr., Kenneth M.**, European and Canadian Affairs to Foreign Service Institute, Language Training

**Hinson, Sherman N.**, Foreign Service Institute, Language Training to Bern

**Hirsch, John L.**, Somalia to African Affairs

**Hittle, L. Bradley**, Colombia to Inter-American Affairs

**Hobbs, David L.**, Foreign Service Institute to Bogota

**Holmes, Donna M.A.**, Belgium to Office of the Secretary

**Hoover, John M.**, Bandar Seri Begawan to Economic and Business Affairs

**Howard Jr., Clyde I.**, Mexico to Paramaribo

**Howard, Richard B.**, Argentina to Bureau of Personnel

**Hromatka, Joseph J.**, Lebanon to Near Eastern and South Asian Affairs

**Huddleston, Vicki J.**, Mali to Inter-American Affairs

**Hyde, William A.**, Honduras to Office of Foreign Buildings

**Irons, Alden H.**, Morocco to Office of the Secretary, Office of Policy Program and Review

**Jackson, Marilyn F.**, Mexico to Milan

**Jacobs, Jerry W.**, African Affairs to Libreville

**Jaeger, Norma L.**, Turkey to Monrovia

**Jarrell Jr., John A.**, India to Diplomatic Security

**Johnson, Frances F.**, Foreign Service Institute, Language Training to Beirut

**Johnson, Nancy C.**, Pakistan to Madras

**Johnson, Ralph R.**, European and Canadian Affairs to Economic and Business Affairs

**Johnson, Thurlow R.**, Cameroon to Office of Communications

**Johnston, Laurie A.**, Jordan to Visa Services

**Jones, John M.**, San Jose to Bangkok

**Jones, Ralph T.**, Italy to Foreign Service Institute

**Kaeuper, David H.**, Gabon to Office of Management Operations

**Kamer, Helen L.**, Thailand to Medical Services

**Karagiannis, Alexander**, Greece to Office of the Secretary

**Kattouf, Theodore H.**, Iraq to Sanaa

**Keat, Stephen K.**, Dominican Republic to Mogadishu

**Keith, Barbara E.**, Colombia to Rabat

**Kennedy, Stephen W.**, Iraq to Fukuoka

**Keogh, Susan E.**, Southern African Affairs to East Asian and Pacific Affairs

**Kerber, Frank J.**, Canada to Near Eastern and South Asian Affairs

**Keur, Cornelis M.**, China to Foreign Service Institute, University Training

**Killion, Dalton V.**, Japan to Office of Management Operations

**Killough, T. Patrick**, Suriname to Bureau of Personnel

**Kinnell, Roberta L.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to East Asian and Pacific Affairs, Office of the Executive Director

**Klenk, Jeanne M.**, Italy to European and Canadian Affairs

**Klingaman, Susan M.**, Office of Policy Program and Review to Office of Management Operations

**Kloth Jr., Edward W.**, Japan to East Asian and Pacific Affairs

**Kosnett, Philip S.**, Turkey to Intelligence and Research

**Kramer, John S.**, Romania to Office of Communications

**Krehbiel, Albert D.**, Yugoslavia to Office of Policy Program and Review

**Krol, George A.**, India to Executive Secretariat, Operations Center

**Kurtzer, Daniel C.**, Israel to Near Eastern and South Asian Affairs

**La Joie, Janice K.**, Finland to European and Canadian Affairs

**Lahiguera, Charles E.**, Foreign Service Institute to Office of Management Operations

**Larocco, James A.**, Near Eastern and South Asian Affairs to Foreign Service Institute, Language Training

**Larson, William K.**, Switzerland to Diplomatic Security

**Laurello Jr., Ralph F.**, Diplomatic Security to Foreign Service Institute

**Leaf, Barbara A.**, Haiti to Executive Secretariat, Operations Center

**Lee, Damon L.**, Diplomatic Security to Tokyo

**Linde, Deborah L.**, Burma to Intelligence and Research

**Lindstrom, Ralph E.**, Intelligence and Research to Classification/Declassification Center

**Linskey, Dennis M.**, Mexico to Inter-American Affairs, Office of Mexican Affairs

**Lissfelt, Mark C.**, Germany to European and Canadian Affairs

**Loftis, Robert G.**, Inter-American Affairs to East Asian and Pacific Affairs

**London, Douglas H.**, Near Eastern and South Asian Affairs to Muscat

**Loughner, William G.**, Belgium to Office of Communications

**Lunstead, Jeffrey J.**, India to Oceans and International Environmental and Scientific Affairs

**Madden, James H.**, Luxembourg to Bureau of Personnel

**Magee, Charles T.**, Soviet Union to Bureau of Personnel

**Magnani, Michael B.**, Singapore to Calcutta

**Maher, Kevin K.**, Japan to East Asian and Pacific

**PERSONNEL: FOREIGN SERVICE**

- Affairs
- Main, Ronald L.**, Philippines to East Asian and Pacific Affairs, Office of the Executive Director
- Markowski, Jeanne W.**, Thailand to Office of Communications
- Marquis, Alphonso G.**, Lisbon to European and Canadian Affairs
- Marshall, David B.**, Diplomatic Security, Personnel Investigation Division to Diplomatic Security Counterintelligence Staff
- Martensen Sr., Ronnie L.**, Rome to Sanaa
- Martin, Robert A.**, USIA to Bureau of Personnel
- Martinez, Carmen M.**, Foreign Service Institute, Language Training to Bangkok
- Matthews, Elliott W.**, Berlin to Office of Communications
- Matthews, Errol I.**, Chile to Belgrade
- Mauger III, G. Nicholas**, East Asian and Pacific Affairs to Foreign Service Institute, Language Training
- Mayer, Jr., Vincent**, Singapore to Inter-American Affairs, Office of Central American Affairs
- McGlinchey, Alfred H.**, Panama to Diplomatic Security
- McAlpine, Jean B.**, Norway to Intelligence and Research
- McCall, Sherrod B.**, Sweden to Intelligence and Research
- McDonald, Jackson C.**, Lebanon to Paris
- McGivern, Edward R.**, Hong Kong to East Asian and Pacific Affairs
- McGrath Jr., Everett U.**, Germany to Office of Communications
- McGuire, Edna C.**, Medical Services to Beijing
- McGuire, Roger A.**, Zambia to West African Affairs
- McIlwain, J. Peter**, Hong Kong to East Asian and Pacific Affairs
- McIntyre, Elizabeth A.**, Portugal to European and Canadian Affairs
- McKeon, Edward**, Japan to Oceans and International Environmental and Scientific Affairs
- McKone, Norman R.**, Israel to Office of Communications
- McNamara, Thomas E.**, Politico-Military Affairs to Foreign Service Institute
- Medeiros, John**, Hong Kong to European and Canadian Affairs
- Millington, Jeffrey V.S.**, Mozambique to East Asian and Pacific Affairs
- Mont, Peter A.**, Norway to Office of Communications
- Morales Colon, Hector E.**, Executive Secretariat, Operations Center to Foreign Service Institute
- Moran, Roger J.**, Hong Kong to Yaounde
- Morris Jr., Charles H.**, East Asian and Pacific Affairs to Kampala
- Morris, Diana E.**, Jamaica to Office of Policy Program and Review
- Morris, Luther R.**, African Affairs to Lilongwe
- Moyer, Jacqueline R.**, Qatar to Politico-Military Affairs
- Moyer, Shelia K.**, Liberia to African Affairs
- Mullen, Kathleen J.**, Foreign Service Institute to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
- Mullikin, Gerald B.**, Philippines to East Asian and Pacific Affairs
- Murphy, Nicholas M.**, Senegal to Bureau of International Communications and Information Policy
- Murray, Marie**, South Africa to Economic and Business Affairs
- Napper, Larry C.**, Soviet Union to Southern African Affairs
- Nelson, Bruce R.**, Jordan to Near Eastern and South Asian Affairs
- Nelson, David D.**, Inter-American Affairs to Foreign Service Institute, University Training
- Nesci, Franklin J.**, Thailand to Diplomatic Security
- Nolan, Edwin R.**, Politico-Military Affairs to European and Canadian Affairs
- Norton, James C.**, Germany to Office of Communications
- Nowell, Joseph B.**, Consular Affairs to Foreign Service Institute, Language Training
- O'Rourke Jr., William H.**, Diplomatic Security to Foreign Service Institute, Language Training
- Olsen, Jerry E.**, Hong Kong to Manila
- Oslick, Alan D.**, Inter-American Affairs to Foreign Service Institute
- Owens, Jerry N.**, Philippines to East Asian and Pacific Affairs
- Paarberg Jr., Don**, Hong Kong to East Asian and Pacific Affairs
- Palke, Donald J.**, Consular Affairs to Visa Services
- Palmer Sr., Richard L.**, Italy to Zurich
- Parker, Stuart C.**, Soviet Union to Intelligence and Research
- Parkin Jr., Ernest J.**, Kuwait to Valletta
- Parmly, Michael E.**, Morocco to European and Canadian Affairs
- Passage, David D.**, El Salvador to African Affairs
- Patterson, Sue H.**, Italy to International Narcotics Matters
- Pearson, Bruce L.**, Suriname to Inter-American Affairs
- Perett, William G.**, European and Canadian Affairs to Lisbon
- Perito, Robert M.**, Switzerland to European and Canadian Affairs
- Pinkney, Anne**, Sweden to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
- Plotz, Richard C.**, Philippines to Office of Communications
- Pogue, William B.**, Barbados to Office of Policy Program and Review
- Porter, Gary L.**, Sweden to Bureau of Personnel
- Poston, Rose I.**, Greece to European and Canadian Affairs
- Pound, Richard E.**, Nigeria to Lome
- Powers-Palmer, Norma J.**, China to Rome
- Powers, Elizabeth A.**, Grenada to Office of Policy Program and Review
- Price, Daniel M.**, Netherlands to Office of the Legal Adviser
- Pryce, William T.**, Panama to Inter-American Affairs
- Quan, Ross S.**, China to Economic and Business Affairs
- Quinn, Lucy D.R.**, Near Eastern and South Asian Affairs, Office of the Executive Director to Riyadh
- Quirk, Mary K.**, African Affairs to Inter-American Affairs, Office of the Executive Director
- Rabadan, David J.**, Netherlands to Overseas Citizen Services
- Ramsay, William C.**, Saudi Arabia to Economic and Business Affairs
- Redmond, Richard J.**, Bureau of Personnel to Refugee Programs
- Reichelderfer, Thomas S.**, Foreign Service Institute to Georgetown
- Richard, Ronald B.**, Japan to East Asian and Pacific Affairs
- Rider, John M.**, Indonesia to Brussels
- Ries, Marcie B.**, Turkey to European and Canadian Affairs
- Ritchie Jr., Theodore J.**, Finland to Office of Communications
- Ritterhoff, Robin R.**, Spain to Foreign Service Institute, University Training
- Roberts III, James M.**, Portugal to Economic and Business Affairs
- Rocha, V. Manuel**, Foreign Service Institute, Language Training to Florence

- Roche, Donald W.**, Greece to Office of Communications
- Rodgers, Richard P.**, Executive Secretariat, Operations Center to Politico-Military Affairs
- Rosenstein, Douglas J.**, Turkey to Abu Dhabi
- Rosner, William R.**, Netherlands to Oceans and International Environmental and Scientific Affairs
- Rowe, Leslie V.**, Brazil to San Jose
- Royster, Everette M.**, Sudan to New Delhi
- Running, Eric W.**, Spain to Intelligence and Research
- Russell, Ralph E.**, New Zealand to East Asian and Pacific Affairs
- Rychak, Wayne S.**, Korea to Diplomatic Security
- Sallis, Joan C.**, Beirut to Madrid
- Sanderson, Janet A.**, Near Eastern and South Asian Affairs to European and Canadian Affairs
- Saunier, Deborah K.**, Italy to Mexico
- Savino, Carmela**, Algeria to Near Eastern and South Asian Affairs
- Scanlon, Kathleen J.**, Peru to Kuwait
- Scheiland, Mark D.**, Pakistan to Near Eastern and South Asian Affairs
- Schifferdecker, Arnold P.**, Pakistan to Rabat
- Schlicher, Ronald L.**, Syria to Near Eastern and South Asian Affairs
- Schmidt, Judith A.**, France to Georgetown
- Schoenberg, Eric J.**, Colombia to Inter-American Affairs
- Seefeldt, Raymond W.**, Germany to Office of Policy Program and Review
- Seljak, Karyl M.**, Berlin to European and Canadian Affairs
- Senger, Dorothy A.**, Ivory Coast to Singapore
- Shinn, David H.**, Sudan to Foreign Service Institute
- Shurtleff, Leonard G.**, Liberia to Foreign Service Institute
- Siefken, William H.**, Congo to Ottawa
- Silverlieb, Joan G.**, Italy to European and Canadian Affairs
- Simpson, Diane G.**, Intelligence and Research to European and Canadian Affairs
- Sindelar III, H. Richard**, Bureau of Personnel to Visa Services
- Sines, Elizabeth U.**, Saudi Arabia to Office of the Comptroller
- Singer, Norman A.**, United Kingdom to Foreign Service Institute
- Sisk, Mary E.**, Venezuela to Bucharest
- Skidan, Oleg**, Soviet Union to Office of Foreign Buildings
- Skinner, Frank W.**, Bureau of Personnel, Office of Foreign Service Career Development and Assignments to St. George's
- Slotta, Gregory S.**, Guyana to Amsterdam
- Smith Jr., Charles B.**, Poland to Intelligence and Research
- Smith, David W.**, France to Office of Communications
- Smith, Frederick A.**, Belgium to Consular Affairs
- Smith, Jay T.**, Indonesia to Marseille
- Smith, Kirby L.**, Greece to Bureau of Personnel, Office of Management
- Snyder III, Joseph C.**, East Asian and Pacific Affairs, Office of Vietnam, Laos, and Cambodia Affairs to East Asian and Pacific Affairs, Office for Indonesia, Malaysia, Brunei, and Singapore Affairs
- Solitario, Thomas**, Peru to Inter-American Affairs
- Sparks, Charles E.**, Peru to Diplomatic Security
- Spiker, Donald R.**, Bahrain to Office of Communications
- Spiro, Elizabeth P.**, South Africa to Legislative and Intergovernmental Affairs
- St. Denis, John H.**, Venezuela to International Organization Affairs
- Staniger, Josephine M.**, Benin to Niamey
- Stearns, Monteagle**, Office of Management Operations to Foreign Service Institute
- Steinberg, Donald K.**, Mauritius to Foreign Service Institute, University Training
- Stella, Peter**, Philippines to Foreign Service Institute
- Stephan, Charles E.**, Argentina to Diplomatic Security, Boston Field Office
- Stewart, John T.**, Jamaica to Foreign Service Institute
- Sullivan, Roy F.**, Chile to Georgetown
- Taylor, Betty C.**, Nepal to Prague
- Taylor, Richard S.**, Bahamas to Oceans and International Environmental and Scientific Affairs
- Taylor, Wade A.**, Kenya to Office of Communications
- Tharp, Peter J.**, Saudi Arabia to Monrovia
- Thibault Jr., Albert A.**, Pakistan to Lahore
- Thompson, Cameron S.**, Foreign Service Institute to Guangzhou
- Thompson, James R.**, Ecuador to Office of Communications
- Torres, Joseph B.**, Mexico to Palermo
- Tracy, Mary M.**, Greece to Intelligence and Research
- Trencher, Richard A.**, Venezuela to Inter-American Affairs
- Tull, Theresa A.**, Vientiane to Foreign Service Institute
- Tulley, Michael S.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training to Yaounde
- Tumminia, Frank**, Switzerland to Paramaribo
- Tweit, Gregory A.**, Ethiopia to Office of Communications
- Ulmer, S. Edwin**, Foreign Service Institute, Language Training to Bucharest
- Urban, Elayne J.**, Mexico to Bureau of Personnel, Office of Foreign Service Career Development and Assignments
- Valderrama, Diana**, Spain to Office of the Under Secretary for Security Assistance, Science and Technology
- Van Pelt, Karen J.**, Czechoslovakia to European and Canadian Affairs, Office of the Executive Director
- Vogelgesang, Sandra L.**, Canada to International Organization Affairs
- Wade, Yvonne D.**, Office of Foreign Buildings, Office of the Executive Director to Under Secretary for Management, Office of the Executive Director
- Walls, Phillip J.**, Turkey to Diplomatic Security
- Walton, Mack V.**, Philippines to Office of Communications
- Warne, W. Robert**, Inter-American Affairs to Paris
- Warner, John P.**, Nigeria to Office of Communications
- Wasilewski, Roman H.**, Peru to Amman
- Watson, Bobby L.**, Saudi Arabia to Lagos
- Watson, Dennis L.**, France to Niamey
- Watson, Douglas K.**, Mexico to Islamabad
- Weintraub, Leon**, Ecuador to Intelligence and Research
- Wendt, E. Allan**, Economic and Business Affairs to Bureau of Personnel
- Westmore, Donald B.**, Japan to East Asian and Pacific Affairs
- White, John M.**, Germany to Office of Communications
- White, Robin L.**, Japan to Foreign Service Institute, University Training
- White, Thomas J.**, Italy to Economic and Business Affairs
- Wicks, Daniel H.**, France to European and Canadian Affairs
- Wilkinson III, Theodore S.**, Honduras to Inter-American Affairs
- Wilkinson, Xenia V.**, Department of Commerce to Inter-American Affairs

**PERSONNEL: FOREIGN SERVICE**

**Williams, Sandra L.**, African Affairs, Office of the Executive Director to Bonn

**Williams, Thomas E.**, Bureau of Personnel to Bureau of Human Rights and Humanitarian Affairs

**Wilson, Dennis M.**, China to Office of Communications

**Wilson, Ernestine**, Office of Policy Program and Review to Foreign Service Institute

**Wolfe, Geoffrey E.**, Canada to International Organization Affairs

**Womer, Paul D.**, Austria to European and Canadian Affairs

**Wood, Edwin J.**, Malaysia to Diplomatic Security

**Woolf, Irving D.**, Belgium to European and Canadian Affairs

**Wright, Roderick M.**, South Africa to Department of Defense

**Yamamoto, Donald Y.**, Executive Secretariat, Operations Center to Foreign Service Institute, Language Training

**Yameogo, Guadalupe T.**, Panama to Monrovia

**Yeck, Alan J.**, Gabon to Beirut

**Youtes, Richard D.**, India to Jakarta

**Zalucky, Paul R.**, Moscow to

European and Canadian Affairs

**Zimmer Jr., Everett C.**, Germany to Diplomatic Security

**Zucker, Leo I.**, India to Office of Communications

**Zucker, Marcia P.**, India to Office of Communications □

**Resignations**

**Adams, Weston**, Lilongwe

**Aycock, Barbara S.**, Bucharest

**Blackwell, Desiree C.**, Overseas Citizen Services

**Chase, Peter H.**, East Asian and Pacific Affairs

**Conlon, Margaret A.**, Warsaw

**Cooper, Susan J.**, Diplomatic Security

**Corn, Shirley D.**, Panama

**Davnie, Charlotte A.**, Chiang Mai

**Delay-Hull, Sharon A.**, Harare

**Erickson, Dorothy D.**, Yaounde

**Gay, Jennie T.**, Berlin

**Hallford, Scott S.**, Manila

**Harrington, John J.**, Monterey

**Heiser, Teresita**, Bamako

**Hunt, James B.**, Conakry

**Jablonski, Christine S.**, Toronto

**Jordan, David C.**, Lima

**Jornigan-Guilmette, Cheryl**, Bureau of Personnel

**Judy, Barbara J.**, Yaounde

**Kelly, Francesca**, Milan

**Koegel, Julie**, Dar-es-Salaam

**Krogness, Paulette D.**, Monrovia

**Litschauer, Virginia L.**, Yaounde

**Lorimer, Lois**, Kingston

**MacKenzie, Vernon W.**, Wellington

**Mahaffey, Michael E.**, Diplomatic Security, Chicago Field Office

**Mason, Rodney**, East Asian and Pacific Affairs

**Merson, Catherine A.**, London

**Mullen, John P.**, Diplomatic Security

**Neely, Cynthia L.**, Harare

**Pergl, Jayne E.**, Tunis

**Powell, Gregory V.**, European and Canadian Affairs

**Prawl, Nancy L.**, Yaounde

**Reaume, Daniel J.**, Frankfurt

**Richardson, Michael D.**, Bureau of Personnel, Pre-Assignment Foreign Service Specialist Training

**Shepley, Lynn M.**, London

**Simon, Sarah M.**, Conakry

**Sloan, David M.**, Foreign Service Institute

**Smith, Pattie M.**, Lagos

**Snead, Mei-Chu**, Bandar Seri Begawan

**Snell, Theresa M.**, Lusaka

**Thomas, Ben J.**, Abidjan

**Turley Sr., Thomas R.**, Bu-

reau of Personnel

**Woo, Brian C.**, Foreign Service Institute, Language Training □

**Retirements**

**Alspaugh Jr., Clarence H.**, Hong Kong

**Bartlett, Samuel B.**, Belfast

**Bell, Joel E.**, Diplomatic Security

**Bigelow, Paul F.**, Passport Agency, Seattle

**Block, Stephen M.**, Bureau of Personnel

**Dalton, Reginald F.**, Brussels

**Harrington, Richard J.**, Inter-American Affairs

**Hartley, Douglas G.**, Bureau of Personnel

**Hempel, Ingeborg E.**, European and Canadian Affairs

**Kellogg, Theodore E.**, Geneva-U.S. Mission

**Kimball, John W.**, Office of the Counselor

**Kurtzman, Leon I.**, Kathmandu

**Luers, William H.**, Czechoslovakia

**Martin, W. Wyatt**, Berlin

**Mertz, Helen A.**, Brussels

**Metzner Jr., Clifton, G.**, Oceans and International Environmental and Scientific Affairs

**Wall, Nancy A.**, Athens □



MUSCAT, Oman—At groundbreaking for the chancery, seated from left: Gary Towery,

William Dewey, Barry Ford, Patricia Mink, Salim Al Harthy, Lee Elgbinger, Diane

Markowitz. Oman is on the Arabian peninsula.

## Presidential awards

Thirty-eight career members of the Senior Foreign Service will receive presidential awards ranging from \$10,000 to \$20,000 each. President Reagan has approved the Department's nominations. Thirty-five of the winners have already received Department pay awards with that amount in each case to be subtracted from the presidential award so that only the remainder, if any, will be paid. The recipients are:

### Distinguished Service Award (\$20,000)

Hartman, Arthur Adair  
Hummell Jr., Arthur W.  
Johnstone, Larry Craig  
Murphy, Richard W.

### Meritorious Service Award (\$10,000)

Abramowitz, Morton I.  
Anderson, Donald Milton  
Anderson Jr., Laurence  
Desaix

Asencio, Diego C.  
Bartholomew, Reginald  
Bernal, Caesar Pimentel  
Breckon, M. Lyall  
Clark, Joan M.  
Davis Jr., John R.  
Fields, David C.  
Funseth, Robert Lloyd  
Gelber, Herbert Donald  
Hawes, John Houston  
Holdridge, John H.  
Kemp, LaRae Washington  
Levin, Burton  
Levitsky, Melvyn  
Low, Stephen  
Raphel, Arnold L.  
Ratray, Alexander L.

Seitz, Raymond G. H.  
Shlaudeman, Harry Walter  
Sipprelle, Dudley G.  
Smith, Richard J.  
Stearns, Monteagle  
Suddarth, Roscoe S.  
Thomas II, Charles H.  
Twohl, George F.  
Veliot, Nicholas A.  
Wendt, E. Allan  
Woessner, William M.

### Additional performance pay recipients

Duemling, Robert W.  
Gardner, Paul F.  
Handyside, Holsey G.  
Hart, Samuel F.  
High, George Borman  
Kux, Dennis H.  
Lyne, Stephen R.  
Mack, David L.  
Moran, James B. □

## Additional meritorious step increases

The names of the following persons were inadvertently omitted from the list of Foreign Service employees, published in the October STATE supplement, who were recommended for meritorious step increases by the selection boards that met recently at the Department of State in Washington.

Barnes, Shirley E.  
Paul, Catherine  
Perez, Carlos  
Philbert, Marjorie P.  
Pinkley, Adele M.  
Reside, Julie M.  
Rhodes, Patricia K.  
Sachs, Dannette  
Skaltsounis, Helen G.  
Summers, Jane A.  
Wallace, Virginia M.  
Ward, Catherine E.  
Wojahn, Hilda J.  
Zietlow, Marlene G. ■

OFFICE OF COMMUNICATIONS—At awards ceremony, from left: Alvin E. Brown, Richard Clauselle, Robert W. White Jr., Robert N. Liebau, Walter T. Johnson, Kenneth Ruh, Melvin D. Bladen, Wardell L. Jenkins, Rodwell

R. Bishop, Roy E. McCabe, Robert C. Ribera, Randolph Phillips, Norris B. Watts, Arthur W. Flournoy, John A. Jones, Lionel R. Martin, Charles Gilmore, George W. Loines, Clarence L. Smith, James V. Carter.



## Bureau Notes

### The Seventh Floor

#### Secretary's Office

SECRETARY SHULTZ traveled to New York, September 22, and addressed the UN General Assembly, September 23. While in attendance at the United Nations, he met with senior UN officials and foreign dignitaries. Staff members accompanying and advancing his trip were M. CHARLES HILL, executive assistant to the Secretary; NICHOLAS PLATT, executive secretary of the Department; KENNETH QUINN, deputy executive secretary; PATRICK KENNEDY, executive director, Executive Secretariat; GLYN DAVIES, KEITH EDDINS and DEBORAH GRAZE, special assistants to the Secretary; LAURA SIMKUS, ELIZABETH GASTON, JOYCE NESMITH and JACKIE MACUK, personal assistants to the Secretary; KATE MILNE and BONITA BENDER, secretarial assistants, Executive Secretariat; and DANIEL McIE and LLOYD BAFFORD, computer management specialists, Executive Office, Executive Secretariat. Also assisting in the Secretary's New York trip were Secretariat Staff officers MARCIA WONG, MAURA HARTY, MARY HAINES, MARGARET SCOBAY and DAN FRIEDHEIM and secretarial assistants SAADIA SARKIS, DIANNE SHEAKLEY, DEBORAH GODFREY, JOY OLSON and CINDY TRODDEN . . . On October 9 Mr. Shultz accompanied PRESIDENT REAGAN to Reykjavik, Iceland, for the President's meetings with Soviet General Secretary MIKHAIL GORBACHEV. Following this meeting, the Secretary traveled to Brussels to brief the NATO allies. Advancing and accompanying the Secretary on these trips were Mr. Hill; B. LYNN PASCO, deputy executive secretary; Mr. Kennedy; Mr. Eddins and Ms. Graze; Ms. Bender and JOYCE NESMITH; Secretariat Staff officers ED SMITH, KATHY FITZPATRICK and Ms. Scobay; and secretarial assistants DONNA DEJBAN, MILDRED ENGRAM and SHARON OHTA. Also accompanying the Secretary were PAUL NITZE; MAX KAMPELMAN; Department spokesman CHARLES REDMAN; the assistant secretary for European and Canadian affairs, ROZANNE RIDGWAY; Ambassador ARTHUR HARTMAN; TOM SIMONS and MARK PARRIS. □

#### Under Secretary for Political Affairs

Under Secretary MICHAEL H. ARMACOST accompanied the Secretary to the UN General Assembly in New York, September 22-October 2. Traveling with him were EVA KIM, CHRISTOPHER ROSS and ANDREW STEINFELD of his staff. In addition to attending many of the Secretary's meetings with foreign leaders, Mr. Armacost conducted additional bilaterals . . . On September 26 he spoke on "U.S.-Soviet Relations: Coping with Conflicts in the Third World," at a conference on East-West relations inaugurating Brown University's Institute of International Studies . . . On October 5-6 he

spoke on U.S.-Philippines relations, at the Fletcher School of International Diplomacy . . . On September 24 special assistant WILLIAM R. BROWNFIELD departed for Buenos Aires on assignment as political officer. □

#### Under Secretary for Economic and Agricultural Affairs

CHARLES RIES has joined the staff of Under Secretary ALLEN WALLIS, as special assistant. □

#### Office of the Ambassador-at-Large for Counter-Terrorism

Secretary Shultz presented ROBERT B. OAKLEY the Distinguished Honor Award for his performance, at a ceremony in the newly-rededicated Treaty Room. Mr. Oakley will spend the next year at the Carnegie Endowment for International Peace as a senior associate. □

#### Policy Planning Staff

Director RICHARD SOLOMON traveled to New York, September 26, for bilateral meetings with Argentinian policy planners. Accompanying him were these members of his staff: deputy directors NELSON LEDSKY, KENNETH BLEAKLEY and RICHARD KAUZLAICH and member ASHLEY HEWITT . . . On September 24 Mr. Ledsky boarded the "Jubilitee" riverboat in Ohio, to address the Cincinnati Chamber of Commerce on "U.S. Policy Towards International Terrorism." . . . He traveled to Seoul, Korea, for U.S.-Korean bilateral talks, accompanied by member NORMAN LEVIN . . . On September 20 members AARON MILLER and ZALMAY KAHLILZAD embarked on consultations in Saudi Arabia, Jordan and Syria, and joined Mr. Ledsky in Israel for consultations . . . ELLEN LAIPSON, on detail from the Congressional Research Service of the Library of Congress, joined the staff as a member . . . JOSEPH SHATTAN is on detail from the Department of Education, serving as a speechwriter for the Secretary. □

#### Office of Protocol

At a White House credential ceremony, September 15, protocol chief SELWA ROOSEVELT escorted to the President the appointed ambassadors of the Bahamas, Burma, Somalia, Portugal, Zaire, India and the United Kingdom . . . Associate chief RICHARD GOOKIN, assistant chief CHARLES ANGULO, CATHERINE GERARDI, JEAN JACKSON, JOYLEEN COHEN, GEORGETTE GARNER, CHRISTINE HATHAWAY, SAMUEL CASTLEMAN, LYNNE MILLER, PATRICK DALY and JULIE ANDREWS assisted . . . Mrs. Roosevelt escorted the president of Brazil on his state visit to Washington; deputy chief TIMOTHY TOWELL escorted the presidential party to New York . . . Official working visits were made by the president of the Philippines and the prime minister of Israel . . . The presidents of Sao Tome and Principe, Colombia, and the Congo; the prime ministers of

Portugal, the Cook Islands, Belize and Cambodia; the deputy prime minister of Turkey, and the foreign minister of the Soviet Union were in Washington on private visits. Coordinating the visits were assistant chief CATHERINE MURDOCK, LINDA MYSLIWIY, Mr. Daly, Mr. Castleman, JAMES MANNING, REBECCA BERNIER, MARY MASSERINI, CAROL SOMMERVILLE, ERIN WALSH, ALEXANDRA MILLER, MARY ELLEN VANDIVIER, TINA MORRIS, RANDY BUMGARDNER and JAMES PAYNE . . . Mr. Towell escorted members of the diplomatic corps to the joint meetings of Congress, September 11 and 18, addressed by the presidents of Brazil and of the Philippines, respectively. Coordinating these events were assistant chief of protocol PAMELA GARDNER and MARY KAY PASKUS. Assisting were Mr. Angulo, LAWRENCE DUNHAM, Ms. Miller, Ms. Bernier, JEAN JACKSON, SHARON ALLEN, APRIL GUICE, Ms. Gerardi, DIANE LE ZOTTE, SHIRLEY STEWART, MARIA SOTIROPOULOS, KRIS DAWLEY, JAYN MONTIETH, IRENE HARRISON and GAIL ROBERTSON . . . Presidential delegations to the funeral of the former president of Finland and the 20th anniversary observance of the independence of Botswana were handled by Ms. Bernier and Mr. Castleman . . . Assisting diplomats who attended the memorial service for W. AVERELL HARRIMAN at Washington National Cathedral, September 16, were Mr. Gookin, Mr. Daly, Mr. Dunham and Mr. Bumgardner.

The ceremonials section coordinated the events hosted by the Secretary and Mrs. Shultz honoring the president of Brazil and his wife, the president of the Philippines, the prime minister of Israel, the foreign minister of the Soviet Union, former Secretary and Mrs. Haig, and former Secretary and Mrs. Muskie; the Secretary's events in honor of the prime minister of Portugal and the secretary of state for foreign and commonwealth affairs of Great Britain; Mrs. Shultz's luncheon for the wife of the prime minister of Portugal; and the deputy secretary's luncheon honoring members of the Soviet delegation. Handling arrangements were Ms. Gardner, GEORGIA BOOTH, Ms. Montieth, Ms. Guice, KRIS DAWLEY and KIMBERLY MIDDLETON . . . Assisting at the Secretary and Mrs. Shultz's dinner honoring members of the National Council for the Restoration of Blair House and their tour of Blair House were Mr. Gookin, Mr. Angulo, Ms. Gardner, Mr. Dunham, Ms. Gerardi, Ms. Somerville, DONNA BLACK, Ms. Booth, Mr. Daly, Ms. Sotiropoulos, SANDY SHARPE, ERIN WALSH, Ms. Bumgardner, LINDA WHEELER, DELIAH LILLY, WILLIAM CARTER and IRILIA ROE . . . Mrs. Roosevelt led the protocol team to New York to coordinate the Secretary and Mrs. Shultz's representational events and the Secretary's bilaterals. Traveling were Mr. Gookin, Ms. Gardner, Ms. Booth, Ms. Guice, Ms. Middleton, CHENOBIA CALHOUN, ANNE KILLEA, Ms. Lilly and Mr. Walsh.



BRENDA CONNORS of the New York Protocol Office was the officer-in-charge of greeting on arrival ranking foreign officials who attended the UN General Assembly session. Assisting were HERBERT T. MITCHELL, MICHAEL CURRY and CAROLYN CONTEE . . . Mr. Towell presided at the swearing-in ceremony of ANN WROBLESKI as assistant secretary for international narcotics matters; Mr. Gookin at the swearing-in of CAROL HALLERT as U.S. ambassador to the Bahamas; and Mr. Angulo at the ceremonies of JONATHAN MOORE as ambassador-at-large and coordinator of refugee affairs, DENNIS KUX as U.S. ambassador to the Ivory Coast, BRUNSON MCKINLEY as U.S. ambassador to Haiti, PRINCETON LYMAN as U.S. ambassador to Nigeria, DAVID MACK as U.S. ambassador to the United Arab Emirates, and SAM Z. ZAKHEM as U.S. ambassador to Bahrain.

**People:** KRIS DAWLEY and ERIC BERTHOLD have joined the ceremonials section and the New York office . . . ALEXANDRA MILLER has accepted a position with the delegation to the negotiations on nuclear and space arms . . . After 30 years of service, of which 24 were in Protocol, ROWENA HOOD has retired. □



**OFFICE OF COMMUNICATIONS**—At support communications officer graduation, left to right, front: Mrs. Joseph Davenport, Melvin Kolb, Thomas Hettel, Robert Ribera, Mrs. Joseph Davenport, Sandra Reed, Albert Childs.

Rear: Deborah Rickard, Matthew Minor, Robert Blankenship, Cliff Thomas, Charles Shuster, James Hayes, Matthew McClammy, Griffith Murray, Floyd Hagopian, William Sayko, Jeffrey Myers, Kenneth Knudsen.

## Administration

### Office of Communications

During September, deputy assistant secretary ROBERT RIBERA visited Moscow, Tokyo, Seoul, Karachi and London, to discuss communications matters. While in London, he participated in the inauguration of the first State Department commercial satellite link . . . He headed the U.S. delegation in a meeting with the Soviets on the modernization of the hotline.

Domestic personnel changes during September: JOSEPH STRONKO has assumed duties as chief, Plans, Programs and Facilities Division (Technical Services Directorate); DAVID W. SMITH as information programs officer (Resource Management Staff); DONALD SPIKER as position management coordinator (Resource Management Staff); JAMES C. NORTON as an instructor (Training Division); RICHARD SHARP as communications management specialist (Interagency Affairs); WILLIAM G. LOUGHNER as communications specialist (Foreign Operation Network, VIP Division) . . . In Washington on consultation: JOHN FUERLINGER, Ottawa; AL LAATSCH, Port Moresby; LYNN DOUGHTY, Kigali; RUDY SZABADOS, Dakar; CHARLES STOUT, Ankara; LAFAYETTE GREENFIELD, Banjul; SIDNEY NANCE, Abu Dhabi; RICKEY REED, Suva; MICHAEL GALLAGHER, Bonn; PAUL DOUMITT, Beijing; JOHN WILLEMS, Kingston; HERMAN BECKHAM, Hong Kong; BILLY D. FEELY, Moscow; JAMES MORGAN, Abidjan; AUDREY SCHENCK, Bonn; JAMES M. MADUX, Kinshasa; WALTER TYZNIK, Havana; ROBERT CLAUS, Lisbon; JERRY SCROSA, Port Louis; GENE



**LA PAZ, Bolivia**—Ambassador Edward M. Rowell, left, presents to Robert N. Mansfield, communications program officer, a Meritorious Honor Award with meritorious step increase, for outstanding services rendered in La Paz, Bolivia.

GRAVELLE, Manila; MICHAEL KULIGOWSKI, Seoul; DARIS LEWIS, San Jose; STUART WILLA, Rome; RICHARD FINNERAN, Karachi; GARY RICHARDSON, Paris; DOUGLAS MCGIFFORD, Vienna.

Completing courses in the Communications Training Division: ALBERT CHILDS, Bangkok; JOSEPH DAVENPORT, Bamako; EVA DEPPING, Maseru; MATTHEW McCLAMMY, Athens; GRIFFITH MURRAY, Dakar; DEBORAH RICKARD, Geneva; WILLIAM SAYKO, Nouakchott; MATTHEW MINOR, Hong Kong; ROBERT BLANKENSHIP, Bangui; KENNETH KNUDSEN, Libreville; MELVIN KLOB, Paris; JEFFREY MYERS, Doha; SANDRA REED, Seoul; CHARLES SHUSTER, London;

THOMAS HETTEL, Lome; JAMES HAYES, Rome; RONALD CARPENTER, Brussels; JOANNE LEWIS, ROBERT PRYOR and RICHARD SHEETS, Washington; JAMES MORGAN, Abidjan; SIDNEY NANCE, Abu Dhabi; STEPHEN WILSON, Caracas; CROSBY TANNER and LOUCELOUS BETTS, Lagos; AUDREY SCHENCK, Bonn; BONNIE PATES, Naha; MICHAEL GALLAGHER, Bonn; RONALD JAWORSKI, Washington; BARBARA MASLAK, Oporto; CELESTINE QUINN, Bilbao; HOLLIS SUMMERS, Ponta Delgada; HELEN LAWING, Banjul; JOAN DOUMA, Izmir; PHYLISS ENGLEHART, Mombasa; THOMAS SUTTON, Vancouver; DOMENICA WALLER, Dhahran; PATRICIA SWIERCZEK, Melbourne; KATHLEEN MCGUIGAN, Washington; KENNETH HILL, Amman; RICKEY REED, Geneva; ALLWYN LAATSCH, Port Moresby; BILLY FEELY, Bangkok; DAVID FLEMING, Khartoum; HERMAN BECKHAM, Hong Kong; JOHN WILLEMS, Kingston; LYNN DOUGHTY, Kigali; BRENDA SCARBROUGH, Panama, and JOSEPH COMFORT, Washington. □

### Foreign Buildings Office

**Newcomers:** On September 8 WILLIAM A. HYDE joined the office as chief area operations officer for the Near East and South Asia. This assignment follows his return from Tegucigalpa, where he was administrative counselor. Mr. Hyde entered the Foreign Service in 1962, and has served overseas in administrative assignments in Damascus, Vientiane, Baida (Libya), Tangier, La Paz and Quito . . . PETER H. DETTMER has joined the office as a Foreign Service construction engineer, and will be assigned as the project manager for Manama. He worked in engineering

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assignments for the County of Los Angeles for a number of years, then founded his own construction company in Seattle.

**Management:** Deputy assistant secretary RICHARD N. DERTADIAN and director BRYCE M. GERLACH attended the American General Contractors' Association mid-year conference, in Kansas City. Mr. Dertadian presented the status of the security building program to the international committee. He responded to questions concerning legislation and overseas contractors. . . . He met with principal officers to discuss construction projects at various overseas posts: Ambassador THOMAS PICKERING from Tel Aviv; consul general DONALD ANDERSON from Hong Kong; Ambassador NICHOLAS SALGO, concerning East Germany property negotiations; Ambassador ROBERT HOEDEK from Kampala; and Ambassador RONALD PALMER from Port Louis. . . . Mr. Gerlach met with Ambassador-designate WALTER STADLER of Cotonou, deputy chief of mission DAVID RANSOM of Damascus and administrative officer GEORGIA DABELLA from Sanaa, to discuss capital projects at their posts. . . . HERBERT W. SCHULZ, director for operations and administration, met with Ambassador-designate DAVID CORN of Lome to brief him on projects affecting his post. . . . He met with Ambassadors TED GILDRED of Buenos Aires and DONALD PETERSON of Dar es Salaam, and briefed Ambassador CHARLES GILLESPIE, about the construction of an embassy annex and the acquisition of Marine security guard quarters. □

### Office of Language Services

PILAR MOLNAR was named chief of the Translating Division, and JAMES FEENEY became head of the Romance translations section. . . . Director HARRY OBST traveled to Geneva, to review language support for arms control negotiations; he met with Ambassador MAX KAMPELMAN and representatives of four arms control delegations. . . . The sixth round of the nuclear and space talks opened in Geneva, with participation by staff interpreters DIMITRI ARENSBURGER, WILLIAM H. HOPKINS and PETER AFANASENKO, staff translator LAWRENCE BURRELL and a contingent of contractors. . . . Many staff interpreters shuttled back and forth to New York for the UN General Assembly. . . . DIMITRY ZARECHNAK interpreted for the bilateral meetings between SECRETARY SHULTZ and the Soviet foreign minister. . . . NEIL SEIDENMAN interpreted for the state visit of the president of Brazil. . . . Other staff members were on assignments in Moscow, Bern, Tunisia, Algeria, Central America and Honolulu. . . . Translators AMY BURKE and LAURA MYERS attended the five-day Xerox 800 network system administrator's workshop, in Leesburg, Va. □

### Office of Operations

**Allowances:** Since January, the average worldwide per diem rate has increased from \$78.68 to \$87.17. This represents a 10.8% in-

crease. . . . On September 22, Treasury hosted a meeting of the foreign affairs agencies to discuss the value of overseas benefits excluded from federal income tax. Members of the Allowances Staff were in attendance.

**Overseas Schools:** The Benjamin Franklin International School in Barcelona opened in September, with approximately 150 students. Construction has been started on the Budapest American School.

**Supply, Transportation and Procurement:** On a test basis, the office is purchasing a limited number of diesel-powered vehicles, to be introduced in the field this fiscal year. . . . The Regional Employees Association managers conference will be held in Torrejon, Spain, October 13-17. . . . The Despatch Agency in Baltimore reported savings of more than \$1.8 million during fiscal year 1986, through consolidation and containerization.

**Foreign Affairs Information Management Center:** Representatives from the office visited the assistant secretary of state for California, to discuss ways to improve processing of documents for authentication. . . . The Library has coordinated the fiscal year 1986 procurement and invoice approval for Department users of Mead Data Central services. Besides reducing paperwork, this effort reportedly resulted in additional discounts accruing to the Library and the bureaus of approximately \$22,000 in Lexis/Nexis costs this year. . . . As a result of reduced rates for in-house printing services, Publishing Services reported saving bureaus \$68,017 last August.

**Facilities Management and Support Services:** A carpet-repair project is underway in the cafeteria. . . . the first floor corridors are being repainted. . . . Building Services will be removing all old telephone instruments from the corridors, in an effort clear halls of litter. . . . In an effort to conserve energy, light sensors are being installed in all hallways, restrooms and conference rooms. □

ABIDJAN, Ivory Coast—At awards ceremony, left to right: Emmanuel Djoussou, Robert Attah, Yao Apedo, Leila Gabriel, Ambassador Robert H. Miller, Ben Thomas, Edward



### Office of Supply, Transportation and Procurement

Deputy assistant secretary JOHN CONDAYAN and director JAMES B. LACKEY held consultations with NATALE GIACOBBI of the European Logistic and Support Office and his staff, in Antwerp, prior to visiting with WILLIAM A. LEVIS, SALLY ALLEN and other members of the Regional Procurement and Support Office in Bonn. . . . Mr. Condayan and Mr. Lackey continued their trip to Tokyo, where they held consultations with THOMAS PETTIT of the Regional Procurement Office. . . . Mr. Lackey also visited the San Francisco Despatch Office, where he held discussions with JOHN MILLER and his staff. □

## African Affairs

**Office of Regional Affairs:** Labor affairs adviser RAY PARDON visited Alfred University, New York, September 20-22, where he gave a speech on southern African policy and met with classes on African politics and international relations. . . . Regional affairs officers BERNADETTE ALLEN and JEAN GARDNER traveled to New York, the week of September 29, to assist with arrangements for the Secretary's luncheon for Organization of African Unity members and with bilateral meetings between Department officials and heads of UN delegations from African states.

**Office of Economic Policy:** JUDITH R. FERGIN, financial economist, has come on board. . . . RANDY REED, deputy director, was to visit southern and eastern Africa, September 25-October 16. . . . GORDON R. POWERS, commercial coordinator, attended the AID private sector workshop in Abidjan and Nairobi, and consulted on private-sector affairs at the embassy in Port Louis, September 21-October 4.

**Office of Public Affairs:** Assistant Secretary CHESTER CROCKER appeared on CBS Morning News, October 1, to discuss South Africa. . . . NANCY MORGAN joined the office as its director, September 8. □

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## Consular Affairs

On September 11 Assistant Secretary JOAN M. CLARK delivered the welcoming address to the 34th class of the Foreign Service, at its swearing-in ceremony . . . JOHN H. ADAMS, director, Citizens Emergency Center, addressed the annual conference of the International Funeral Directors Association, in Montreal, September 25. He spoke on the responsibility of consular officers when an American dies abroad . . . THOMAS L. RANDALL of the center represented Overseas Citizens Services at the European consular workshop in West Berlin, in late September . . . From September 22-26, CARMEN A. DIPLACIDO, director of citizens consular services, attended the annual federal benefits officers conference, in London. While there, he consulted with the embassy's American citizens services staff . . . During the week of October 5, ROY DAVIS, Program Planning and Coordination Staff, visited the consulate general in Vancouver, to oversee installation of the computerized citizens services system for tracking American citizen services cases . . . SHARON MUSSOMELI and FABIO SATURNI have joined the staff of Citizens Consular Services.

STEVE FISCHER and EDWARD ODOM of the Advisory Opinions Division, Visa Office, attended a one-day seminar in September sponsored by Career Track, Inc., on assertiveness training for managers. They also attended an employee relations seminar for supervisors, in the Department, September 29-30 . . . From September 21-October 10, BARBARA BELSITO, Field Support and Liaison Division, Visa Office, traveled to Nassau, Kingston, Port-of-Spain, Bridgetown, Fort-de-France, Port-au-Prince and Santo Domingo, to review visa operations and assure consistency and uniformity in visa procedures . . . ELEANOR J. HARRIS, Coordination Division, traveled, September 26-October 10, to Hong Kong, Guangzhou, Shanghai, Beijing and Tokyo, for coordination and review of security procedures for issuing visitors visas pertinent to visitors from those posts . . . From October 1-10, ROYCE FICHTE, Systems Liaison and Procedures Division, participated in the Foreign Service national workshop in Santo Domingo . . . P. DAVID HUSAR, Systems Liaison and Procedures Division, was to visit London, Paris, Frankfurt, Jeddah and New Delhi, October 6-November 6, to review immigrant visa applicant control systems and nonimmigrant visa/computer-assisted processing systems usage and procedures . . . From October 6-13, JOHN SPIEGEL, Field Support and Liaison Division, visited Khartoum, Addis Ababa and Athens, to review visa operations . . . ELLEN GOFF, Port Liaison Division, traveled to Tel Aviv, Riyadh, Bombay, Colombo, Madras, New Delhi, Calcutta, Dhaka, Bangkok and Hong Kong, October 1-November 8, to review visa operations . . . BARBARA BRAWNER, Communications and Records Division, is departing the Visa Office for the Bureau of International Organization Affairs . . . The



ADANA, Turkey—Ambassador Robert Strausz-Hupe (dark suit, center) meets with consulate personnel on a visit here. Others, front row, left to right: Maide Turkeser, Galip Kok, Mary Gin Kennedy, Scott F. Kilner, Storme Altmannsberger, Ezgezer Karatekin. Back row: James Bigelow, Selahi Huseyin, Hamza Ulucay, David A. Rollman.

DUBAI, United Arab Emirates—Consul general David C. Litt, right, and vice consul Michael J. Varga present Certificate of Merit to consular assistant Sonali Pandya.



Visa Office welcomed DAWN HUGHES to the Coordination Division, and TRUMAN TRANG to the Communications and Records Division.

The annual passport regional directors' conference was held in Washington, September 22-26. Attending from Passport Services were HARRY L. COBURN, deputy assistant secretary; MYRA HOWZE SHIPLETT, associate director; MARLENE SCHWARTZ, director, Field Coordination Staff; VIVIAN A. FERRIN, expert consultant; JOHN HOTCHNER, special assistant; NANCY FINN, coordinator for insular affairs; and JANET DAVIS, travel documents issuance system coordinator. Regional directors attending were LOUIS SHEEDY, Boston; JAMES MORLEY, Chicago; THOMAS FARRELL, Houston; SAKAE M. HAWLEY, Los Angeles; JAMISS SEBERT, Miami; EUGENE BRIGGS, New York; JOYCE GUNN, New Orleans; JACK COLBOURN, San Francisco; EDWARD HART, Seattle; RONALD AYRES, Stamford; and COLUMBUS GEER, Washington. Assistant regional directors attending were RALPH JOHNSON, Boston; WINIFRED COOK, Honolulu; MICHAEL BOARD, New Orleans; DOROTHY YOUNG, Philadelphia; and MICHAEL SILVA, San Francisco.

On September 3 PAUL F. BIGELOW, deputy regional director in Seattle, retired from the Foreign Service, to pursue a career in private industry . . . SUSAN I. SHORT, acceptance agents coordinator, Seattle Passport Agency, addressed the Oregon county clerks conference in Bandon,

September 11-12, about the travel document issuance system and passport fraud . . . STEVEN MULLEN has become the new deputy regional director at the Seattle Passport Agency. He was formerly antifraud program coordinator at the San Francisco agency . . . A training seminar for Indianapolis postal employees, clerks of court, and military acceptance agents was conducted by KATHY WALKER, acceptance agents coordinator at the Chicago Passport Agency, September 24-26 . . . While in Indianapolis, she visited the offices of Senators Richard Lugar (R.) and Dan Quayle (R.) and Congressman Andy Jacobs (D.) . . . In August EUGENE BRIGGS, regional director of the New Orleans Passport Agency, transferred to the New York Passport Agency as the new regional director.

During the week of September 28 EFRAIN ORTIZ of the Systems Staff traveled to Port-au-Prince, to review the computer site and install software . . . RICHARD RUBLE and GENE SHUMAN, Systems Staff, accompanied a team of contractors to Toronto, September 28-30, for initial work on the consular lookout and support system . . . SYLVIA BAZALA, Office of the Executive Director, traveled to Berlin in September, for the consular Foreign Service national and Foreign Service officer workshops . . . EILEEN MALLOY of that office participated in a design survey team visit to Mexico City. The team developed a series of modifications to the Foreign Buildings Office's proposed renovation project. □

## East Asian and Pacific Affairs

Assistant Secretary GASTON SIGUR traveled to New York, to participate in events at the 41st UN General Assembly session, including SECRETARY SHULTZ's meeting with the Japanese, Chinese and Republic of Korea foreign ministers and a luncheon for Association of Southeast Asian Nations representatives hosted by the Secretary . . . Mr. Sigur met with the Australian foreign minister. Others from the bureau who took part in these meetings included deputy assistant secretaries JOHN MONJO, JAMES LILLEY and WILLIAM CLARK; RICHARD WILSON, director, and JOSEPH SNYDER, deputy director, Indonesia, Malaysia, Brunei and Singapore affairs; SHEPARD LOWMAN, director for Vietnam, Laos and Cambodia affairs; STEPHEN ECTON, director for Australia and New Zealand affairs; THOMAS HUBBARD, director for Japan affairs; staff assistants NIELS MARQUARDT and JIM ZUMWALT; and secretaries MARY ANN COTE and MARCELLA HEMBRY . . . On September 29 Mr. Monjo spoke on "Developments in East Asia," to visiting members of the World Affairs Council of Northern California . . . On October 2 he addressed students at National Defense University's Industrial College of the Armed Forces, at a seminar on "Overview of U.S. Interests and Options in Southeast Asia." . . . He attended a conference on the Philippines, at Fletcher School, Boston, October 5-7 . . . Mr. Clark traveled to Japan, September 13-20, to attend a Fulbright Commission-sponsored conference on Japan-U.S. economic and trade relations, in Oiso . . . He met with embassy and Japanese officials in Tokyo . . . Ambassador J. STAPLETON ROY arrived in Washington, October 4, to take up his duties as deputy assistant secretary in charge of China, Hong Kong, Australia, New Zealand, Pacific Islands and Taiwan . . . Australian country officer SUSAN KEOGH-FISHER traveled to Australia and New Zealand, September 6-25, for consultations as part of her orientation . . . The Office of Chinese Affairs deputy director, JOAN PLAISTED, and country officer ROBERT D. GOLDBERG participated in the September 22-23 International Law Institute conference on China and the General Agreement on Tariffs and Trade, in Washington . . . RICHARD WILSON, director for Indonesia, Malaysia, Brunei and Singapore affairs, attended an October 7-9 conference in Ottawa, to discuss relations between Canada and Malaysia . . . Deputy director JOSEPH SNYDER traveled on consultations to Honolulu, Indonesia, Malaysia, Brunei and Singapore, October 9-November 2 . . . GENE CHRISTY, country officer for Indonesia, traveled on consultations to Indonesia, Malaysia, Brunei and Singapore, September 12-October 4.

CHARLES KARTMAN, deputy director of Japan affairs, traveled to Japan, September 29-October 10, for consultations in Tokyo, and to visit the constituent posts . . . Mr. Kartman and



CANBERRA, Australia—Ambassador Laurence William Lane Jr. presents political counselor Richard W. Baker III a Superior Honor Award.

political officer CHARLES COHEN attended the biennial meeting of the Japan-U.S. Friendship Commission, September 22, in Washington . . . Economic officer JIM DERHAM attended a U.S.-Japan energy experts meeting in Tokyo, September 20-26 . . . Economic officer WILLIAM CORBETT attended civil aviation talks in Tokyo, September 23-26 . . . CHARLES SALMON, director, Office of Philippine Affairs, traveled to San Francisco, September 15, to take part in the welcoming ceremony for the Philippine president and in the president's visit to Washington, New York, Boston and San Francisco . . . On September 30 he spoke on the Philippines, at a foreign policy conference in Hartford, Conn., sponsored by the Department and the Hartford World Affairs Council . . . He participated in a conference on the Philippines at the Fletcher School of Law and Diplomacy, October 5-7 . . . JOHN FINNEY, deputy director, gave a speech to students at Georgetown University, October 7 . . . The director for regional affairs, CHARLES SCHMITZ, traveled to Brussels, Belgium, October 1-3, as part of the U.S. delegation to the NATO regional experts meeting on eastern and southern Asia . . . Regional labor adviser WILLIAM HARBIN met with democratic trade union leaders in Korea and the Philippines, September 5-20 . . . On September 20 GORDON CUCULLU led a seminar, on the military situation in the Philippines, with a group of Navy reservists in San Diego. The reserve unit was scheduled to deploy to Subic Bay in October . . . On September 22 he conducted a discussion at the University of New Mexico, Albuquerque, on East Asian political-military affairs, with emphasis on Korea . . . The ambassador to Thailand, WILLIAM BROWN, returned to Washington for consultations, September 20-October 7 . . . He gave a speech on U.S.-Thai relations to the Asia Society, October 8, and appeared on a Boston television station, October 9, to discuss the narcotics situation in Thailand . . . ROBERT LOFTIS, Burma desk officer and narcotics officer for East Asia and the Pacific, trav-

eled to Hawaii, Thailand and Burma, September 6-29, for consultations with embassy and government officials . . . JOHN MERANTE, economic officer, traveled to Thailand and Burma, September 29-October 14, for consultations with embassy and government officials, as well as local businessmen . . . JEFFREY V.S. MILLINGTON has assumed his new position as deputy director for the Office of Vietnam, Laos and Cambodia Affairs. . . LAURENCE M. KERR joined the staff as the new Vietnam desk officer. His last assignment was Guatemala . . . ANTHONY KOLANKIEWICS, country officer for Cambodia and Laos, traveled to southeast Asia in October. Points visited in this orientation tour included Singapore, Kuala Lumpur, Bangkok, Vientiane, Chiang Mai and Honolulu. □

## Economic and Business Affairs

Assistant Secretary DOUGLAS McMINN traveled to Punta del Este, Uruguay, September 13-20, as part of the U.S. delegation to the General Agreement on Tariffs and Trade ministerial. The ministerial was successful in launching a new round of multilateral trade negotiations . . . JEFFREY N. SHANE, deputy assistant secretary for transportation affairs, chaired the U.S. delegation to civil aviation talks with the United Kingdom, in Washington, September 8-10 . . . Mr. Shane assisted Mr. McMinn in testifying before the Investigation and Oversight Subcommittee of the House Committee on Public Works and Transportation, September 11 . . . From September 24-27, Mr. Shane traveled to Tokyo, to conduct aviation negotiations with the government of Japan. He was accompanied by JOHN HOOVER, Office of Aviation Negotiations . . . Mr. Shane conducted informal civil air talks with the Netherlands, October 1, in Washington . . . CHARLES ANGEVINE, special negotiator for transportation affairs, chaired the U.S. delegation to civil aviation negotiations with the government of Saudi Arabia, September 10-12, in Washington . . . ERWIN VON DEN STEINEN and JOAN GRAVATT, Office of Aviation Programs and Policy, traveled to Montreal, September 23-October 10, as members of the U.S. delegation to the International Civil Aviation Organization general assembly.

ALAN P. LARSON, deputy assistant secretary-designate for international energy and resources policy, traveled to Paris, September 28, to attend the International Energy Agency's governing board meeting . . . DANIEL P. SERWER, director, Office of Energy Consumer Country Affairs, headed the U.S. delegation to the U.S.-Japan energy experts group meeting, in Tokyo, September 24-25 . . . STEPHEN J. GALLOGLY, same office, accompanied the Secretary of Energy to Scandinavia, September 13-24 . . . KEVIN E. HONAN, same office, traveled to Paris, July 24, to attend the International Energy Agency's governing board and conservation policy group meetings . . . In early Sep-

tember, ELIZABETH EWING, Textiles Division, was a member of the U.S. delegation traveling to Mauritius, India and Pakistan, for bilateral textile negotiations . . . During the week of September 8, EDWARD GOFF, same office, participated in textile negotiations with the Philippines, in Washington . . . ANNE JILLSON, assistant chief, Textiles Division, was a member of the U.S. delegation which traveled to Port-au-Prince for a third round of negotiations. A new bilateral textile agreement was signed on September 26 . . . After Haiti, the textile delegation traveled to Grenada, for discussions on the Caribbean basin initiative textile program.

**People:** Employees who have entered on duty in the bureau are CHERYL RUDD, Executive Staff; JACOB WALLE, Trade and Foreign Policy Controls Division; and JOSEPH DiBISCEGLIE, Office of the Assistant Secretary. □



MADRAS, India—Consul general John D. Stempel presents award for outstanding service to David Napierkowski, economic/commercial officer, right.

## European and Canadian Affairs

**Front Office:** After participating in the Secretary's meetings with the Soviet foreign minister, Assistant Secretary ROZANNE L. RIDGWAY spent the week of September 22 in New York, attending bilateral meetings. She was accompanied by special assistants NADIA TONGOUR and DIANA SMITH . . . Deputy assistant secretary THOMAS W. SIMONS JR. participated in Afghanistan talks in Moscow, September 1-5 . . . He attended meetings at the United Nations, in late September, between the Soviet foreign minister and the Secretary . . . Deputy assistant secretary JIM WILKINSON traveled to Oslo, for U.S.-Norwegian consultations, September 16-17, and consulted with Em-

bassy London, Dublin and Consulate General Belfast, September 18-24 . . . He participated in the Nordic chiefs of mission conference, in Copenhagen, September 25-26, and visited Embassy Reykjavik, September 28-30 . . . Deputy assistant secretary WILLIAM BODDE JR. spent September 24 in New York, participating in bilaterals at the United Nations.

**Office of Canadian Affairs:** ROBERT HOMME replaced CARROLL BROWN as director, September 22. Mr. Brown is serving as the bureau's regional adviser at the UN General Assembly. Almost immediately after assuming his new position, he traveled to Colorado Springs, Colo., September 29, for consultations . . . LARRY BUTCHER participated in the fifth round of U.S.-Canada free trade negotiations, in Washington, September 24-26 . . . He took part in bilateral steel consultations, September 17, in Toronto.

**Office of Central European Affairs:** Director HARRY GILMORE traveled to Bonn, Zurich, Bern and Vienna, for consultations, September 6-17 . . . He followed up with a trip to New York, to participate in the Secretary's bilateral with the German foreign minister.

**Office of Northern European Affairs:** L. PAUL BREMER III departed The Hague, Aug. 25, ending his tour of duty as chief of mission . . . Office director FORD COOPER spent two weeks, September 14-October 1, in Europe, visiting Oslo for annual bilateral discussions; Dublin, Belfast and Reykjavik for consultations; and Copenhagen for a Nordic chiefs of mission meeting . . . On September 3 Iceland country affairs officer HOWARD PERLOW accompanied Department counselor EDWARD DERWINSKI and an interagency team to London, for discussions with Icelandic government officials. Ambassador NICHOLAS RUWE participated . . . ROSS RODGERS, country officer for Norway and Denmark, was in Oslo and Copenhagen, September 13-18, for bilateral discussions . . . Assistant United Kingdom country officer KIRK RESSLER, in September, traveled to Hamilton, Bermuda, London and Belfast . . . Foreign Service secretary INGEBORG HEMPEL retired, leaving the office on September 4.

**Office of European Security and Political Affairs:** DAVID JOHNSON of the political section took part in the preparatory session for the Conference on Security and Cooperation in Europe follow-up meeting in Vienna, September 23-October 7.

**Office of Southern European Affairs:** Ambassador ROBERT STRAUSS-HUPE arrived September 22 from Ankara, for a week of consultations . . . MARK C. LISSFELT, office director, and TOWNSEND B. FRIEDMAN JR., deputy director, traveled to New York, September 22-24 and October 1, respectively, for the Secretary's bilaterals with the president of Cyprus and the Greek and Turkish foreign ministers . . . ROBERT S. PACE, officer-in-charge of Turkish affairs, departed, September 30, for Istanbul, Ankara, Athens and Nicosia, for orientation and consultations . . . Foreign Service secretary MARLENE L. CURTAIN joined the office staff

on September 29.

**Office of Soviet Union Affairs:** The office, in September, was busy with preparations for the Secretary's September 19-20 meeting with the Soviet foreign minister, the subsequent Shultz-Shevardnadze meetings in New York, and the President's impending meeting with MIKHAIL GORBACHEV in Reykjavik . . . WILLIAM H. COURTNEY, consul general-designate for Kiev, has been on the speaker's circuit, addressing Ukrainian-American groups in Chicago, New York, Detroit, Cleveland, Philadelphia, Boston and Washington, on plans for opening the consulate general in Kiev. □



FRANKFURT, West Germany—Consul general William Bodde Jr. presents Meritorious Honor Award to Marine detachment commander Melvin T. Green and the detachment.

## Human Rights and Humanitarian Affairs

Assistant Secretary RICHARD SCHIFTER traveled to Bussum, the Netherlands, September 9-13, to participate as keynote speaker in a conference on the "Role of the Churches in Peace/Human Rights Issues in Europe." . . . He addressed a group of human rights leaders at the White House, October 7, where they were meeting with PRESIDENT REAGAN and the recently-released Soviet dissident, YURI ORLOV . . . LAURA J. DIETRICH, deputy assistant secretary, traveled to Haiti, September 8-12, to meet with government officials and private citizens, reviewing human rights initiatives, judicial reform and the elections schedule . . . ROGER PILON, director of policy, spoke before the leadership of the Ukrainian Catholic Church, September 28, at the 25th anniversary observance of the Chicago Eparchy of the Ukrainian Catholic

## BUREAU NOTES

Church ... On the same day, he spoke before the Metrowest Conference on Soviet Jewry, in East Orange, N.J. ... On October 7 he spoke before the leadership of the United Pentacostal Church International, in St. Louis ... On October 8 he held a press conference at the Foreign Press Center in Washington ... His article, "The Idea of Human Rights," appeared in the fall issue of the National Interest magazine.

THOMAS WILLIAMS, director, Office of Multilateral Affairs and Programs, visited Pakistan and Indonesia, September 15-27, for consultations on human rights concerns with U.S. embassy and government officials and representatives of human rights organizations ... In Pakistan, in addition to stops in Islamabad and Karachi, he went to Peshawar, for discussions of human rights problems arising from the Soviet invasion of Afghanistan ... In Indonesia, he spent two days in East Timor and consulted in Jakarta ... DOUGLAS WAKE, regional officer for Europe, visited Czechoslovakia, Romania, Hungary and Yugoslavia, September 19-October 4, for consultations with U.S. embassy, host government officials and other persons. □

## Intelligence and Research

**Office of the Geographer:** GEORGE J. DEMKO, director, lectured at the University of Delaware, September 19, on "Geographic Research in Foreign Relations Issues." ... On October 2 he lectured at the International Conference on Migration meeting at Aspen, Colo., on "Demographic Research in the Department of State," and delivered a lecture at the University of Colorado, October 3, entitled "Internationalizing the Geography Curriculum." ... On October 17 he delivered lectures at Pennsylvania State University, on "Geographic Issues in the Soviet Five-Year Plan" and "Geographic Research Issues in a Foreign Policy Context."

**Office of Analysis for Near East and South Asia:** Director GEORGE S. HARRIS traveled to Cairo, Ankara, Islamabad, Kuala Lumpur, Beijing and Tokyo, for consultations with embassies ... Deputy director RON LORTON, Pakistan analyst ELIZA VAN HOLLEN and Afghanistan analyst CRAIG KARP attended the Foreign Policy Research Institute conference on "Implications of the Soviet Presence in Afghanistan," in Rosslyn, Va.

**Office of Intelligence and Research for Africa:** MARTIN LOWENKOPF attended the Stanley Foundation conference on the United States and radical regimes in the Third World, at Coolfont, W.Va., September 25-27 ... He authored a chapter on Mozambique in "Reassessing the Soviet Challenge in Africa," University of California Press. □

## International Narcotics Matters

ANN WROBLESKI was sworn in as assistant secretary for international narcotics matters on September 30. She had been acting assistant secretary and assistant secretary-designate since May. Deputy Secretary JOHN WHITEHEAD presided. Attending were representatives of federal agencies involved in drug control. Ms. Wrobleski's husband, PHILIP TRULUCK, and her father, ED WROBLESKI, took part in the ceremony.

Ms. Wrobleski traveled to Stockholm, September 15-19, as a member of the U.S. delegation to attend a conference, sponsored by Sweden and the United Nations, of nongovernmental organizations involved in drug abuse control ... Program officer DIANNE GRAHAM participated on the U.S. delegation ... Ms. Wrobleski accompanied Attorney General EDWIN MEESE to Mexico, October 8-10, to meet with Latin American law enforcement officials ... On September

15-16 deputy assistant secretary JERRALD MARK DION traveled to Kathmandu, Nepal, to chair the first South Asia regional narcotics symposium for narcotics coordinators (deputy chiefs of mission) from Embassies New Delhi, Islamabad, Dhaka, Colombo and Kathmandu. He was accompanied by International Narcotics Matters' specialist MANUEL GALLARDO, program officer CAROLEEN WILLIAMS and Asia Division chief GENE MARSHALL ... Mr. Marshall stopped in Hong Kong, Bangkok and Rangoon, for consultations with American and local officials on narcotics matters ... After the symposium, Mr. Dion headed the U.S. delegation at the U.S.-India narcotics working group meetings, September 19-20, in New Delhi, and at the U.S.-Pakistan narcotics working group meetings, September 22-23, in Islamabad ... The U.S. delegations at both working group sessions included officials from the Drug Enforcement Administration, the bureau and other Government agencies.

CAESAR P. BERNAL, director, Office of Program Management, conducted a two-week study in Pakistan, at the behest of the embassy and the government, relative to a crop control strategy to reduce the cultivation of the opium poppy. The study included visits to areas in the Northwest Frontier Province and in the Punjab ... Shortly after the Pakistan assignment, Mr. Bernal traveled to Guatemala City, to consult with embassy officials and government officers about narcotics control strategy to eliminate marijuana and poppy cultivation in remote areas of the national territory ... Mr. Bernal traveled to Mexico City, to review program strategy and attend the inauguration of the newly-elected governor of the state of Chihuahua, along the U.S. border ... On September 15 W. KENNETH THOMPSON, deputy director, Office of Program Management, addressed the United Nations Association, in New York ... Foreign visitors to the bureau included Prime Minister EDWARD SEAGA of Jamaica and vice minister of interior AUGUSTIN MANTILLA of Peru.

## International Organization Affairs

ROBERT LUACES, political officer, Office of UN Political and Multilateral Affairs, traveled to Brussels, September 29-30, for the NATO disarmament experts meeting ... Mr. Luaces and WALTER H. MANGER, political officer, same office, were to travel to New York, October 13-November 21, to participate for three weeks each at the UN General Assembly, on First Committee issues ... DAVID ETTINGER, political officer, same office, was to travel to New York, October 13-21, to attend the General Assembly meetings on Sixth Committee issues ... HAR-

"I know you just spent a lot of time in Brazil, James, but I would appreciate your not referring to me as 'chien méchant,' whatever that means." (It means dangerous dog—Editor.)



VEY LAMPERT, political officer, same office, was to travel to Montreal in mid-October . . . JAMES W. SHINN, acting director of the office, traveled to New York for consultations, October 6-7.

KATHLEEN STEPLINSKI and MILDRED ZYVOLOSKY served as administrative officer and conference documents officer, respectively, at the General Agreement on Tariffs and Trade ministerial conference, in Punta del Este, Uruguay, September 14-20 . . . STEPHEN CROMWELL served as administrative officer at the General Assembly, September 17-October 4 . . . SALLY HARMON served as administrative officer, September 17-23 . . . CAROLYN HESKIN, CAROLE MEDEIROS and PAT COYLE served as administrative officer, conference documents officer and general services officer, respectively, during the hostship for the NATO planning board for ocean shipping, September 29-October 2.

JOHN M. HERZBERG transferred from New York to the Office of the Deputy Assistant Secretary for International Social and Humanitarian Affairs . . . PETER FROST, Office of International Development Assistance, retired . . . JAMES SARTORIUS, Office of International Economic Policy, retired . . . Administrative officer MARGIE OZIER and post management officer WILLIAM KOHLENBUSH traveled to New York, for consultations with the mission administrative staff, on September 25-26 and 29-30, respectively. □

## Legal Adviser's Office

MICHAEL G. KOZAK, principal deputy legal adviser, and T. MICHAEL PEAY, deputy assistant legal adviser for law enforcement and intelligence, traveled to Mexico City, September 22-26, to conduct mutual legal assistance treaty negotiations . . . RONALD BETTAUER, assistant legal adviser for nuclear affairs, headed the U.S. delegation to a July 21-August 15 meeting of government experts, at the International Atomic Energy Agency in Vienna, at which the texts of two conventions—one on early notification of a nuclear accident, the other on assistance in the case of a nuclear accident or radiological emergency—were agreed to by consensus of the 62 participating states. These conventions were considered at the International Atomic Energy Agency board of governors meeting in Vienna, September 22-23, and were adopted and opened for signature at the special session of the agency's general conference in Vienna, September 24-26. On September 26 the United States and 50 other states signed both conventions . . . Mr. Bettauer was also a member of the U.S. delegation to the regular session of the general conference in Vienna, September 29-October 3 . . . He attended a meeting of the committee on nuclear technology and law of the New York Bar Association, September 9 . . . MARY BETH WEST, assistant legal adviser for European and Canadian affairs, traveled to London, to participate in

Icelandic "rainbow" negotiations, which resulted in a treaty now being delivered to the Icelandic government . . . ROBERT DALTON, assistant legal adviser for treaty affairs, attended the sixth meeting of the Committee of Experts on Public International Law (Council of Europe) . . . ROWAN GAITHER, attorney-adviser, Office of International Claims and Investment Disputes, traveled to San Salvador, to represent the U.S. Government in a settlement of a tort claim against the United States . . . LUCY REED, attorney-adviser for international claims and investment disputes, traveled to London, England, October 4-9, to represent the U.S. Government in settlement negotiations . . . DEBORAH KENNEDY, attorney-adviser in the office for oceans, environmental and scientific affairs, attended a conference, September 9-11, on the ozone layer . . . Professors THOMAS FRANK of the New York University school of law, BERNARD OXMAN of the University of Miami school of law, and FRED MORRISON of the University of Minnesota school of law traveled to Washington, October 6, to attend the advisory committee meeting on international law . . . The following attorney-advisers traveled for the Office of the Legal Adviser on recruitment matters: to Philadelphia, NICHOLAS ROSTOW, October 1-2; to New York, T. MICHAEL PEAY, office of law enforcement and intelligence, October 8-11; and to Chicago, JOHN REYNOLDS, office of nuclear affairs, October 8-12.

**People:** JOHN R. BYERLY, attorney-adviser in the office of economic, business and communications affairs, received the Younger Federal Lawyer Award for 1986. This award, presented by the Federal Bar Association on September 26, honors young federal lawyers for exceptional service . . . The office welcomed these new employees: STEVEN RATNER, special assistant to the legal adviser; MARK KENCHELIAN, attorney-adviser, economic, business and communications affairs; JEFFREY KOVAR, attorney-adviser and ROSEMARY FEI, law clerk, international claims and investment disputes; TRILLA MANGUM, secretary, transferring from the Bureau of Politico-Military Affairs, to the oceans, international and environmental affairs section; MARIAN BLAHA, a secretary who was formerly with the Office of the Comptroller, now on the nuclear affairs staff, replacing RUTH DHOOP, who was selected for a new assignment in the Bureau of Consular Affairs; VICTORIA VALENTINE, new to State, in the economic, business and communications affairs section as a secretary. □

## Management

### Office of the Under Secretary

Under Secretary RONALD SPIERS, accompanied by his executive assistant, MARY A. RYAN, visited the embassies in Bogota, Colombia, and Lima, Peru, September 3-6. The focus of their visit was general management, with emphasis on security and budget issues. In addition to briefings and meetings with senior offi-

cers, Mr. Spiers met with junior officers and their spouses at both posts . . . Mr. Spiers and Ms. Ryan traveled to Ottawa, September 25, to meet with DEREK BURNEY, associate under secretary of state for external affairs. The visit was a continuation of an exchange which began when Mr. Burney visited Washington last fall. Mr. Spiers and Mr. Burney and his staff discussed management problems common to both the American and Canadian foreign services. □

## Oceans and International Environmental and Scientific Affairs

Assistant Secretary JOHN D. NEGROPONTE and CARLTON E. THORNE, director, Office of Nuclear Export Control, were members of the delegation for U.S.-Argentina bilateral nuclear discussions, in Washington, September 8-11 . . . Mr. Thorne accompanied the Argentine delegation to the Oak Ridge National Laboratory, for technical discussions at the conclusion of the talks in Washington . . . Mr. Negroponte attended the Nuclear Energy Agency steering committee meeting, in Paris, September 18-19, as alternate U.S. representative . . . From September 22-24 he cochaired the eighth Indo-U.S. Science and Technology Subcommittee meeting in Washington . . . On September 29 he co-hosted a lunch at the Department in honor of Indonesia's minister of science and technology, B.J. HABIBIE.

MICHAEL CONGDON, Office of Energy Technology Cooperation, accompanied Mr. Negroponte to the Steering Committee meeting of the Nuclear Energy Agency, in Paris, before going on to Vienna, September 20-27 . . . In Vienna, he participated in a special session on nuclear safety of the International Atomic Energy Agency general conference . . . ALLEN L. SESSOMS, director, Office of Nuclear Technology and Safeguards, was in Vienna, September 18-October 4, to participate in meetings of the board of governors of the International Atomic Energy Agency, its general conference and its special session on nuclear safety . . . On September 10-12 J. CHRISTIAN KESSLER, same office, led a U.S. interagency team to Tokyo, for talks on guidelines for the international transport of unirradiated plutonium, as an element of a new U.S.-Japan agreement for cooperation in peaceful uses of nuclear energy . . . Negotiations of the technical arrangements for the agency to apply safeguards at selected U.S. civil power facilities were conducted in Vienna by an interagency team, also headed by Mr. Kessler, September 24-25 . . . Mr. Thorne traveled to the Republic of Korea and to Hong Kong, August 18-22, with the interagency task force for nuclear cooperation, to meet with U.S. nuclear industry representatives and government officials in Korea concerning the sale of nuclear reactors. Korea subsequently announced the selection of U.S. firms for the multibillion-dollar sale.

RICHARD ELLIOT BENEDICK, deputy assistant secretary for environment, health and

natural resources, served as chairman of the international workshop on protection of the ozone layer, sponsored by the UN Environment Programme, in Leesburg, Va., September 8-12. The workshop, attended by government policymakers, scientists and representatives from industry and environmental groups, laid the groundwork for formal negotiations on international strategies to control chemical emissions harmful to the stratospheric ozone layer ... SUZANNE BUTCHER, deputy director, Office of Environment and Health, participated in the workshop as a member of the U.S. delegation ... On September 30 Mr. Benedick spoke on environmental issues before a meeting of the U.S. Council for International Business, in Washington ... EDMUND M. PARSONS, director, Office of Ecology and Natural Resources, attended the meetings in Mexico City of the working groups and coordinators established under the U.S.-Mexico border environment agreement, September 2-5. Agreement was reached to negotiate two new annexes controlling transborder movement of hazardous waste and air pollution from copper smelters along the Arizona-Sonora border ... Mr. Parsons appeared, September 25, before the House Subcommittee on Natural Resources, Agricultural Research and the Environment, Committee on Science and Technology, to testify on U.S. government efforts to preserve the rhinoceros. The rhino population has decreased over the last 15 years from 80,000 to 9,400.

R. TUCKER SCULLY, director, Office of Polar Affairs, headed the U.S. delegation to the fifth annual meeting of the Commission for the Conservation of Antarctic Marine Living Resources, September 8-19, in Hobart, Tasmania, Australia ... WILLIAM GARLAND, acting director, Office of Cooperative Science and Technology Programs, traveled to Rome, September 13-20, for negotiations on a patents and intellectual property annex to the U.S.-Italy science and technology cooperation agreement.

ROBERT G. MORRIS, deputy assistant secretary for science and technology affairs, along with OTHO ESKIN and RALPH BRAIBANTI of the Office of Advanced Technology, participated in talks on U.S.-Canada space station cooperation, in Ottawa, September 8-9 ... Mr. Morris, Mr. Eskin and Mr. Braibanti attended space station negotiations, September 12-13, with the Japanese, in Washington, and, on September 29-October 3, with the European partners in Paris ... WILLIAM LOWELL was the U.S. representative to the annual session of the Economic Commission for Europe's senior advisers for science and technology, in Geneva, September 22-26.

JAMES DEVINE has left his position as deputy assistant secretary for nuclear energy and energy technology affairs to become science counselor at Embassy London ... Science counselors and attaches in the Department for consultations during September included LEROY SIMPKINS (Madrid), DOUGLAS McNEAL (Beijing), WILLIAM TILNEY (Buenos Aires), JOHN BRIGHT (Paris), and S. AHMED

MEER (New Delhi). Mr. Meer was accompanied by S.K. DUTT, M.L. SAXENA, V.V. NANDA and K.R. SUBRAMANIAM from the science office at Embassy New Delhi. □

## Politico-Military Affairs

On September 11 Assistant Secretary H. ALLEN HOLMES participated in a foreign press seminar sponsored by the Aspen Institute for Humanistic Studies, in coordination with the U.S. Arms Control and Disarmament Agency; he addressed the select group of foreign journalists on arms control in the European context. The seminar was held at Wye Plantation, Md. ... Mr. Holmes traveled to Brussels, Belgium, to chair the NATO Special Consultative Group, on September 16 ... Deputy assistant secretary G. PHILIP HUGHES was in Tokyo, September 9-14, for discussions with the Japanese government ... He traveled to San Francisco, September 25, to address the Aerospace Industries Association at its international council's annual meeting, and was in Paris, September 29-October 2, for meetings of the Coordinating Committee Subcommittee on Export Control ... Lieutenant Colonel DAVID LAMBERT, Office of Theater Military Policy, spent most of September in Switzerland, participating in U.S.-Soviet bilateral discussions, in Bern, on preventing chemical weapons proliferation, and in the biological and toxin weapons convention review conference, in Geneva ... He represented the Department in technical discussions on chemical weapons proliferation, with the Swiss deputy foreign minister and his staff ... ANDRES D. ONATE, Office of Strategic Technology Affairs, visited Paris, September 22-30, to attend a Coordinating Committee meeting ... KENNETH PEOPLES, Office of Strategic Technology Affairs, visited Paris, September 20-October 3, as a member of the U.S. delegation to space station negotiations ... JOSEPH SMALDONE, chief of the Arms Licensing Division, Munitions Control, briefed General Electric Co. executives on arms export control policies and regulations, September 10, in Washington ... KATHLEEN KIRKER, Executive Office, Bureau of Politico Military Affairs, attended a two-day session at the Foreign Service Institute, September 29-30, on general services officers' orientation.

**People: Departures:** TRILLA MANGUM, Office of International Security Policy, has transferred to the Legal Adviser's Office ... LORRAINE WILLIAMS, Office of International Security Policy, has transferred to the Bureau of Refugee Programs ... JAMES STOFFERN, Office of Munitions Control, has transferred to the Munitions Directorate of the Department of Defense ... HEATHER McCULLOCH, intern in the Office of Theater Military Policy, has returned to school ... Lieutenant Colonel STEVEN DELP, Office of Security Assistance and Sales, has returned to the Department of Defense ... HARLAN MOEN, political adviser, Peterson Air Force Base, Colorado Springs, Colo., retired on

September 28. **Arrivals:** MARIE-ELENA VAN TREECK joined the Executive Office as budget officer ... STEPHEN HARTKOP, RICHARD ROGERS and DAVID SADOFF have joined the Office of Strategic Technology Affairs; Mr. Hartkop is on detail from the Bureau of Customs ... PATRICIA HANSCOM joined the Office of Theater Military Policy, September 1, on detail from the Arms Control and Disarmament Agency ... DIANE SIMPSON joined the Office of Security Assistance and Sales ... BERNARD JOHNS has joined the bureau; he is assigned as a State/Defense exchange officer in the Department of the Navy. □

## Public Affairs

**Office of the Assistant Secretary:** BERNARD KALB, while serving as assistant secretary for public affairs and Department spokesman, accompanied the Secretary to New York, September 22-October 3, for his annual meetings during the UN General Assembly ... CHARLES E. REDMAN, deputy assistant secretary and deputy spokesman, traveled with the Secretary to Reykjavik, Iceland, October 9, for the President's meetings with Soviet general secretary MIKHAIL GORBACHEV, and then on to Brussels, October 12, where the Secretary briefed the allies on the President's meeting.

**Office of the Historian:** TRACEY PETERSON, clerk-typist for the Information Staff, and NINA HOWLAND, a historian in the policy studies unit, were promoted; Ms. Peterson also received a cash award for her performance ... NEAL O'LOUGHLIN joined the office, September 29, as a historian ... ROBERT COE, formerly of the Bureau of Oceans and International Environmental and Scientific Affairs, joined the office as a historian, under the Foreign Service's short-tour assignment program.

**Office of Opinion Analysis and Plans:** ALVIN RICHMAN, senior opinion analyst, briefed students participating in the Washington Semester Program, September 23, in the Department. He spoke on "The American Public and Foreign Policy." ... DIANA WESTON, media analyst, attended the National Conference of Editorial Writers meeting September 23-26, in Charleston, S.C.

**Office of Press Relations:** BRUCE AMMERMAN, DEBBIE CAVIN and DEBBIE HERMAN traveled to New York, September 22-October 6, to staff the Secretary's press office at the UN General Assembly ... ANDREW LAINE, formerly of the Bureau of Administration, joined the press office, September 15, as an information assistant.

**Office of Public Communication:** Two videotape programs have been released by the office. The titles are "Discussion on U.S.-Soviet Relations," featuring Ambassadors PAUL NITZE and MARK PALMER, and "The North Atlantic Treaty Organization," a documentary on the history and relevance of NATO ... BARBARA NOYER, formerly of the office of personnel, joined the Correspondence Management Division





**PUBLIC AFFAIRS**—At awards ceremony, from left: Fran Hess, Neal Peterson, Phyllis Benton, Josephine Brooks, Evans Gerakas, Kathleen Kennedy, Weaver Kemp, Norman Howard, Judy Wenk, Eloise Soel, Assistant Secretary Bernard Kalb, Phyllis Young, George High, Mary Catherine Kirk, Janice Settle.

in September, as a part-time writer-editor ... JACQUELINE STRAUB, writer-editor with drafting responsibilities on economic aid and environment issues, was promoted to GS-9 ... Writer-editor CHRISTINA MacDONALD, who drafts for human rights, special refugee matters, drug issues and international organizations, received a promotion to GS-7 ... DONNA B. KREISBERG, deputy chief, Correspondence Management Division, attended a three-day seminar entitled "Supervision for Experienced Employees."

**Office of Public Programs:** Secretary's coordinator JANICE SETTLE and intern JACQUELINE BOYLAN advanced SECRETARY SHULTZ's meeting with Center for Strategic and International Studies board members, at the Willard Hotel, September 11 ... Ms. Settle and regional programs officer CHRISTINE MURRAY advanced the Secretary's meeting with constituents of Congressman RALPH REGULA (R.-O.) on Capitol Hill, September 16 ... Ms. Settle and regional programs officer DARLENE KIRK advanced the Secretary's remarks before the Jewish Community Relations Council's 10th anniversary dinner, in New York, September 30 ... Media Principals Division chief DAVID CARDWELL accompanied Under Secretary MICHAEL ARMACOST to his September 7 appearance on NBC's "Meet the Press." ... Mr. Cardwell escorted Deputy Secretary JOHN WHITEHEAD to his appearances on CBS' "Face the Nation," September 14, ABC's "Nightline," September 30, and CBS' "Morning News," October 1 ... Media liaison officer MARY KENNEDY attended the National Conference for Editorial Writers' 40th annual convention, September 23-27, in Charleston, S.C.

... Capacity crowds attended regional foreign policy conferences in Baltimore, September 19 (600), and in Hartford, September 30 (450) ... Regional programs officer FRANK FINVER served as manager of the Baltimore conference, assisted by MONICA JANZER ... Regional programs officer CONSTANCE DUNAWAY, assisted by chief JO ANN COLLINGE, managed the Hartford meeting ... Regional program officers conducted survey trips to the following regions: Mr. Finver to Pittsburgh; JANE OSTRANDER to Detroit; IRMA RAMIREZ-LOTFABADI to San Antonio, Austin and Dallas/Ft. Worth; and NANCY STONE to Milwaukee and Madison, Wisc ... Secretary Shultz addressed the concluding session of the National Conference for Senior Business Executives, September 16, which attracted over 200 presidents and chief executive officers of major U.S. corporations ... Other senior Department officials addressed the daylong conference, which was managed by Washington Programs Division chief ILMAR HEINARU and organization liaison officer ELIZABETH GIBNEY ... M. YVONNE O'BRIEN, formerly of the Bureau of Human Rights and Humanitarian Affairs, joined the Washington Programs Division on September 15, as briefings officer. □

## Refugee Programs

Congressional consultations on 1987 refugee admissions were held, September 16, with the Senate Judiciary Subcommittee on Immigration and Refugee Policy, chaired by ALAN K. SIMPSON (R.-Wyo) and, on September 26, with the House Judiciary Committee, chaired by PETER W. RODINO Jr. (D.-N.Y.). Appearing at the consultations with SECRETARY SHULTZ were the new U.S. coordinator for refugee affairs, Ambassador-at-large JONANTAN MOORE; bureau acting director ROBERT L. FUNSETH; ALAN NELSON, commissioner of the U.S. Immigration and Naturalization Service; THOMAS C. FERGUSON, deputy commissioner; and BILLIE F. GEE, director, Office of

Refugee Resettlement, Department of Health and Human Services ... Mr. Funseth represented the bureau at the swearing-in ceremony of Mr. Moore ... Mr. Funseth met with TATSURO KUNUGI, special representative of the UN Secretary General for coordination of Kampuchean humanitarian assistance programs, to review the future of the Khao-I-Dang refugee camp in Thailand, as well as issues relating to education and security for displaced Khmer along the Thai-Kampuchean border ... FRANCES D. COOK, deputy assistant secretary for international refugee assistance, participated in the meeting ... Mr. Funseth met with the Japanese permanent representative in Geneva to discuss forthcoming meetings of the UN High Commissioner for Refugees Executive Committee ... Ms. Cook, with BRUCE K. SASSER, director, Office of Policy and Program Coordination, and JAMES P. KELLEY, director, Office of International Refugee Organizations, attended the meeting.

ANTOINE NOEL, the UN refugee office representative to the United States and the United Nations, in New York, called on Mr. Funseth. This was Mr. Noel's first visit to Washington in his present capacity ... Ms. Cook met with BRUCE CHAPMAN, ambassador to international organizations in Vienna, to discuss UN Relief and Works Agency operations in the Middle East ... JUDY J. CHAVCHAVADZE, deputy director, Office of European, Near Eastern and Latin American Refugee Assistance, attended the meeting ... The deputy assistant secretary for refugee admissions, RICHARD D. ENGLISH, met with the U.S. ambassador to Romania, ROGER KIRK, to review refugee issues in that country ... DOUGLAS R. HUNTER, director, Office of Reception and Placement, addressed the annual Pennsylvania State Consultation on Refugee Resettlement, in Philadelphia ... He spoke at a meeting of the board of the Hebrew Immigration Aid Society of Baltimore ... THERESA L. RUSCH, same office, addressed the annual State Refugee Resettlement Consultation in Colorado, following a monitoring review of refugee resettlement in Arizona.



**REFUGEE PROGRAMS**—Acting director Robert L. Funseth, right, presents Superior Honor Award to the departing director of the Office of Policy and Program Coordination, Bruce K. Sasser, who is joining the Office of Management and Budget.

Visiting the bureau was PHILLIP SARGISSON, chief of the UN refugee emergency unit in Geneva . . . ERNEST T. GREENE, formerly U.S. refugee coordinator in Islamabad, joined the bureau as deputy director, Office of Asian Refugee Assistance, and ANITA E. EXUM as a contract specialist in the Office of the Comptroller . . . BRUCE K. SASSER, formerly director, Office of Policy and Program Coordination, has accepted the Senior Executive Service position as chief, State-USIA branch, International Affairs Division, Office of Management and Budget . . . DOUGLAS R. HUNTER, formerly director, Office of Reception and Placement, has become the acting director of policy and programs, and THERESA L. RUSCH has become the acting director of reception and placement . . . Friends in the bureau were saddened to learn of the death of LORING A. WAGGONNER, former refugee officer in Manila, who died of a heart attack in Nairobi, Kenya. ■

### Public affairs bureau lists offerings

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy.

The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 647-6575-6.

#### President Reagan

"Keeping America Strong," before supporters of the administration's defense policies, Roosevelt Room, the White House, September 23 (Current Policy No. 869).

"Prospects for World Peace," before the UN General Assembly, New York, September 22 (Current Policy No. 867).

#### Secretary Shultz

"Proposed Refugee Admissions for Fiscal Year 1987," Subcommittee on Immigration and Refugee Policy, Senate Judiciary Committee,

September 16 (Current Policy No. 866).

"Progress, Freedom, and Responsibility," Harvard University's 350th anniversary convocation, Cambridge, Mass., September 5 (Current Policy No. 864).

#### Arms control

"U.S. and Soviet Approaches to Arms Control," Edward L. Rowny, special adviser to the President and the Secretary of State on arms control matters, Baltimore Council on Foreign Affairs, Baltimore, Maryland, September 19 (Current Policy No. 868).

#### East Asia and Pacific affairs

"U.S. and East Asia-Pacific Relations: The Challenges Ahead," Gaston J. Sigur, assistant secretary for East Asian and Pacific affairs, Mansfield Center for Pacific Affairs, Helena, Mont., July 4 (Current Policy No. 859).

#### Inter-American affairs

"The Catholic Church in Nicaragua," August 1986 (Public Information Series).

#### U.S.-Soviet affairs

"A Discussion on U.S.-Soviet Relations," Paul Nitze, special adviser to the President and the Secretary of State on arms control matters, and Mark Palmer, deputy assistant secretary for European and Canadian affairs, interviewed by broadcast journalist Nelson Benton, Washington, June 16 (Current Policy No. 865). □

### State releases '84 documentary volume

The Department has released "American Foreign Policy: Current Documents, 1984" the most recent volume in an ongoing series. A Department news release said:

"Like earlier volumes, this book presents official public expressions of policy that best set forth the goals and objectives of U.S. foreign policy. Included are the texts of major official messages, addresses, statements, interviews, press conferences and briefings, reports, congressional testimony and communications by the White House, the Department of State and other federal agencies or officials involved in the foreign policy process."

The Department, which published a microfiche supplement to the 1981 printed volume in February 1985, also plans to publish microfiche supplements to the later printed volumes in the series. These microfiche publications will include the full texts of many documents printed only in part in the printed volumes, and will also reproduce a much larger and more complete selection of documents than appears in the books, the release said.

"American Foreign Policy: Current Documents, 1984" was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State Publication No. 9462; GPO Stock No. 044-000-02087-4) may be purchased for \$37 (domestic prepaid) from the Superintendent of Documents, Washington, D.C. 20402. □

## Letters to the Editor

—(Continued from Page 1)

of illiteracy? Most well-informed persons are aware of the astounding statistics concerning such retrogression!

Sincerely,  
GRACE CUNARD WILSON □

### Wild tank

BERLIN

DEAR SIR:

I enjoyed Prescott Wurlitzer's photos of "wild animal" traffic warning signs in Zimbabwe (May issue). I think it only fair to point out, however, that even we who serve in Europe run up against comparable hazards—albeit



manmade—while going about our work. For example, the following sign can be found in the American sector of Berlin.

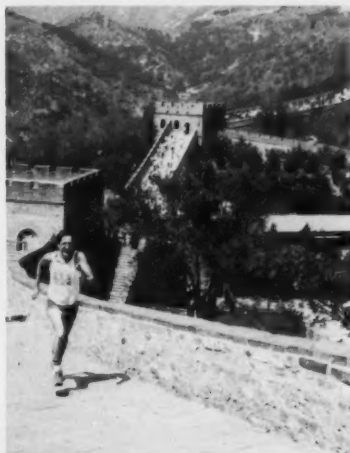
Sincerely,  
CAREY CAVANAUGH □

### He may be headed our way

WASHINGTON

DEAR SIR:

Your readers (who may recall an item in STATE last June) will be interested to know that inspector Ken O'Gorman, holder of the American record at the Arusha Marathon (and only coincidentally the only American ever to have run the race) has not rested on his laurels. This rare photograph is evi-



dence that the indefatigable Mr. O'Gorman has continued his exploits—most recently appearing in his running togs atop the Great Wall of China.

Sincerely,  
WALT SILVA  
Senior Inspector □

### Getting up in the world

CHIANG MAI, THAILAND

DEAR SIR:

On September 4, Ambassador William A. Brown presided over ceremonies marking the upgrading of Chiang Mai to consulate general status. Terrell R. Otis has been named the first consul general at this 36-year-old post in northern Thailand. Enclosed is a photograph taken at the reception, where helium-filled balloons carried aloft a banner with the name of the



Consulate General (balloons are a Thai tradition for opening ceremonies). We hope that you will be able to run a photograph in recognition of this historic event.

Sincerely,  
TERRELL R. OTIS  
Consul general □

### Information please

NASSAU

DEAR SIR:

Below is a random sampling of some of the calls handled by our switchboard here at Embassy Nassau. Our telephone operators thought you might find some of them humorous. Enjoy.

—"I got a visa, and then got pregnant. Will the embassy be mad if I don't go on my trip?"

—"Does a three-month-old baby need a letter from his employer?"

—"Will it be raining in New Mexico the end of the month?"

—"Can I speak to the person in charge of authority?"

Sincerely,  
TOM ZURAW  
Communications program officer □

### Students in Spain

VIENNA, VA.

DEAR SIR:

I am trying to contact my classmates who were at the Sevilla, Spain, American high school, 1969-70. I live now at 2417 Glengyle Drive, Vienna, Va. 22180.

Sincerely,  
MRS. LEE (RAMSAUR) WALTERS ■

### Grievance Actions

—(Continued from Page 29)

claimed it would have been "ludicrous" for him to have gone through the vain steps of the required paperwork.

The board denied the grievance, holding that the grievant's claim was unsupported by the documentation required by the regulations (FAM Circular No. 673; and 4 FAM 421.7), which set forth the basic requirements for the restoration of annual leave because of an exigency of the public business. ■

## Obituaries

**Esther Korenthal, 60**, a Foreign Service secretary who was assigned to Lima in 1985, died of cancer on October 1 in Brookline, Mass.



Ms. Korenthal

Joining the Service in 1961, Ms. Korenthal served in Tel Aviv, Rio de Janeiro, Montreal, Berlin and Dublin. Other assignments included the Bureau of European Affairs, the UN mission in New York and the Bureau of International Organization Affairs. From 1943-60, she worked as a secretary for private organizations in her hometown, Cambridge, Mass. She leaves four sisters. □

**Louise I. Farnus, 61**, a Foreign Service secretary who retired in 1980, died on September 5. Ms. Farnus served in Dakar, Ottawa, Khartoum, Wellington, Accra, Tunis, Luxembourg and Warsaw. Department assignments included African Affairs, 1969-73, and Inter-American Affairs, 1978-80. From 1976-77, she was detailed to the National Security Council. There are no known survivors. □

**Richard Straus, 60**, a retired Foreign Service officer who was principal officer in St. Johns, 1968-72, died at Suburban Hospital on October 4 from injuries suffered in a car accident. His wife, Elaine Straus, was also injured in the accident.

Born in Germany, Mr. Straus joined the Department's Office of German Affairs in 1956. In 1958 he was assigned to Vienna as consular officer and second secretary. From 1972-78, he was director of the Bureau of Educational and Cultural Affairs' Western European Division. He retired in 1979.

Mr. Straus was a graduate of Georgetown. At the time of his death, he was the Washington correspondent for a Jewish Weekly published in West Germany. Besides his wife, he leaves a son and his mother. □

**Joseph Godson, 73**, who retired in 1971 after serving as principal officer and consul general in Edinburgh, died on September 5.

Joining the Foreign Service in 1950, Mr. Godson was a labor officer in Ottawa and London. He was assigned to Belgrade as a political/economic officer in 1959, and to Zagreb as principal officer and consul general in 1962.

Mr. Godson was born in Poland. He was graduated from the City College of New York and earned a law degree from New York University. From 1941-50, he was a public relations director for labor unions. Survivors include his wife and two sons. □

**I. Irene Lindstrom, 70**, a Foreign Service secretary who retired in 1971, died on June 6. Ms. Lindstrom, a native of Orafino, Ida. Served in Oslo, Manila, London, Brussels, Karachi, Tokyo and Taipei. Survivors include a sister. □

**Joseph J. Bezjian, 70**, a security officer who retired in 1970 after an assignment to Tokyo, died on September 13.

Joining State in 1949, Mr. Bezjian served as a security officer in London, Paris, Cairo, Bangkok and Frankfurt. He was a general services officer in Buenos Aires and Bucharest.

Mr. Bezjian was born in Armenia. From 1943-49, he served in the U.S. Army. Survivors include a son and a daughter. □

**Floyd W. McCoy, 76**, a security officer who retired in 1970, died on September 14.

Born in Jackson, O., Mr. McCoy was graduated from Ohio Northern University. He worked as a senior investigator at the Civil Service Commission from 1942 until 1945, when he joined State as a special agent. From 1951-58, he was chief of operational security. He was assigned to Paris in 1958, to Seoul in 1960 and to Athens in 1964. Survivors include his wife, a daughter and two sisters. □

**Charles H. Mace, 70**, who was assigned to Geneva in 1965 as counselor and deputy U.S. representative at the United Nations, with the personal rank of minister, died on August 25.

Mr. Mace was deputy administrator of security and consular affairs, 1962-65, and executive director of the Bureau of African Affairs, 1961-62. He served in London as counselor for administrative affairs, and in Geneva as chief of budget and administration on the International Committee for European Migration. Other assignments included those of director of the executive staff for economic affairs, staff member of the Secretary's Public Committee on Personnel and assistant director of European affairs. He retired in 1970.

Mr. Mace was born in Ohio. He was graduated from Benjamin Franklin University and served in the Army, 1944-46. Other employment was with the Department of Agriculture, 1934-41; Social Security Board, 1941-43; and the Office of War Information, 1944-46. Survivors include his wife. □

**James P. Parker, 63**, a retired Foreign Service officer who was principal officer in Auckland, 1960-63, died at the Washington Hospital Center on September 20.

Joining the Service in 1948, Mr. Parker was a consular officer in Frankfurt and Toronto. Department assignments included European Affairs and the Operations Center. From 1965-67 he was detailed to the Department of Defense. After retiring in 1970, he worked as a real estate agent in Maryland for 12 years.

Mr. Parker was born in Waterbury, Conn. He served in the Army, 1943-46, and was graduated from Yale in 1948. Survivors include his wife, three sons, two daughters, one sister and five grandsons. □

**Helen T. Abell, 69**, a budget and fiscal officer in Oslo from 1966 until she retired in 1969, died on June 21. Ms. Abell was born in Illinois. Joining the Foreign Service in 1951, she served

in Trieste, Moscow and Manila as a secretary, and in Rio de Janeiro as a disbursement officer. Survivors include a sister. □

**Roy I. Kimmel**, 85, who was counselor in San Jose from 1959 until he retired in 1961, died on September 15.

Mr. Kimmel, a former program analyst for the Department of Agriculture, served as agricultural attache in London and Berlin. Assigned to Wellington, 1951-57, he was economic officer, then first secretary and consular officer. In 1954 he was assigned to Tegucigalpa, where he was economic officer and first secretary. From 1949-50, he was a land observer in Kiev.

Mr. Kimmel was born in New Mexico. A graduate of Colorado College, he earned a master's at Yale. He was a member of the combined working party on European food supplies in London in 1944, and was head of the U.S. lend-lease mission to New

Zealand in 1943. During World War II he served in the Army and worked for the War Relocation Authority. Survivors include his wife. □

**Hubert M. Curry**, 85, who retired in 1960 after serving as commercial attache and first secretary in Karachi, died on September 21.

Joining State in 1942, he was an economic analyst in Lima, 1942-45; an import specialist for the Economic Cooperation Agency in Athens, 1948-50; a technical assistance officer in Lima, 1950-52 and first secretary in Caracas, 1955-57.

Mr. Curry was born in Illinois. He was graduated from Knox College in 1923. From 1926-42, he worked in Spain, Cuba and Argentina as a commercial engineer for a telephone and telegraph corporation. Survivors include his wife. □

**Else Tove Mistach**, 63, the wife of retired Foreign Service officer Edward C. Mistach, died on September

10 at her home in Sterling, Va. She had accompanied her husband on assignments to Denmark, Libya, England and Afghanistan. Besides her husband, she leaves two sons, two daughters and four grandchildren. □

**James Edward McKinley**, 48, the husband of Alida McKinley of the Office of Munitions Control, died of hemolytic anemia at Bethesda Naval Hospital on September 26.

Mr. McKinley was a civilian export control officer for the Navy. He was born in High Point, N.C., and was graduated from the University of Nebraska. After a 21-year Army career, he retired in 1973. Besides his wife, he leaves three children and two stepchildren. ■

**KUWAIT**—At ceremony commemorating the deaths of three Foreign Service national employees, killed in the December 1983 terrorist attack on the embassy, wreath is carried by *Yousuf Sbeih* and *Tawfig Toma'a*. The victims were *Ali Al Jamal*, *Moufeed Al Hakim* and *Ahmed Samara*. (Photo by *Elena Robisch*)



# Library Booklist

## Japan

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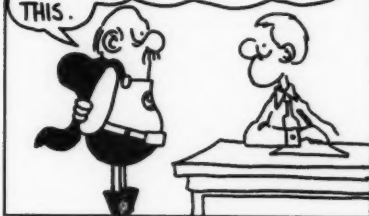
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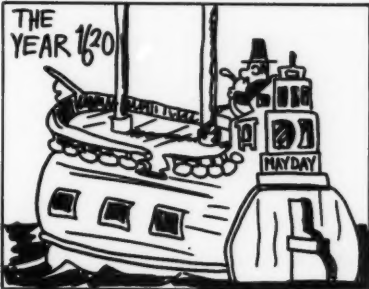
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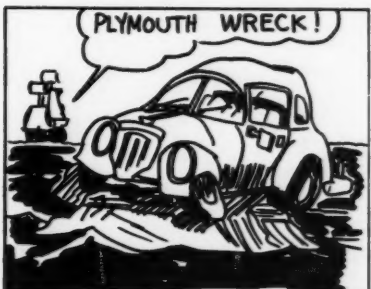
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